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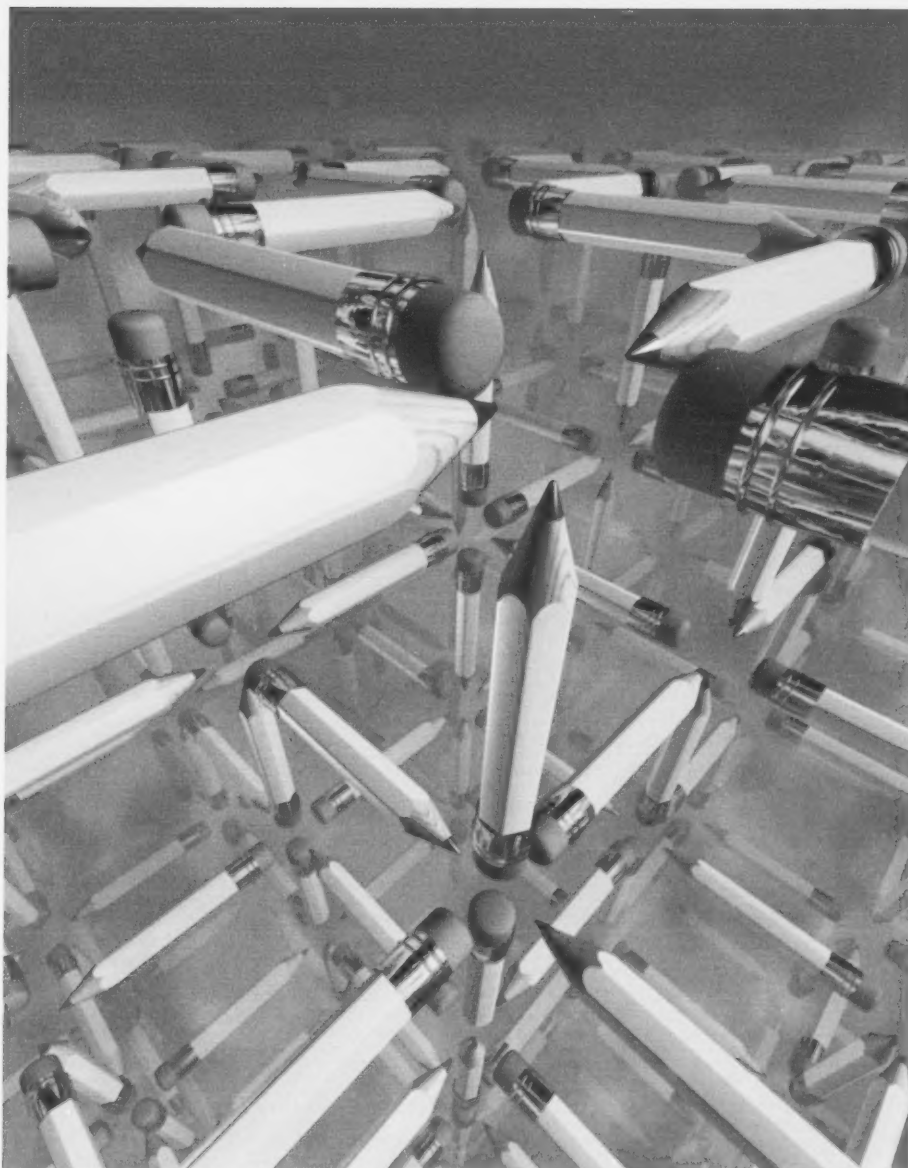
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Vol. 4, No. 8

■ UNIONIZATION AND THE
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Perspectives on Labour and Income

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Highlights

In this issue

■ Unionization and the grievance system

- Approximately half of all employees covered by the Workplace and Employee Survey had access to a workplace grievance system in 1999. The accessibility rate among unionized workers (85%) was much higher than among non-unionized workers (35%).
 - The likelihood of having a grievance system increased with establishment size—44% of small firms (under 20 employees) compared with 95% of large firms (over 500).
 - About 11% of employees with access to a system filed a grievance in 1999. The overall filing rate of unionized workers, who have more access, scarcely differed from that of non-unionized workers.
 - Grievance resolution through a manager/supervisor or management committee was more common for non-unionized workers; for unionized workers, more formal settlement mechanisms (labour-management committee, outside arbitration) were more common.
 - About 6 in 10 persons filing a grievance in 1999 perceived some improvement in their post-grievance situation—about 7 in 10 non-unionized workers and 5 in 10 unionized workers.
- About 91% of workers with grievance privileges indicated they were satisfied or very satisfied with their overall job, and 77% said the same with respect to pay and benefits. For those without access, the corresponding percentages were slightly lower, at 88% and 72%.

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Unionization and the grievance system

Ernest B. Akyeampong

WORKERS SPEND A SIGNIFICANT proportion of their lives in the workplace. During this time, disagreements with supervisors are bound to arise. As in other areas of life, many of these conflicts can be resolved at the personal level. However, since the employer-employee relationship is not one of equal power, employees may benefit from access to dispute settlement procedures. These put employees on a more equal footing with their employer, allowing them to feel more at ease and in control. The workplace procedures that have been established to protect employees against exploitation, abuse or unfair treatment by employers are generally referred to as the grievance system, or dispute- or complaint-resolution system (see *The grievance system*).

Not much is known about how pervasive the system is in Canada. Similarly, usage rates, resolution methods, and satisfactory resolution rates are hard to come by. Fortunately, the Workplace and Employee Survey (WES) (see *Data source*) not only permits such analyses, but also provides useful insights into whether unionized workers have the advantage in accessing and using a grievance system. The article also briefly examines worker satisfaction ratings with the job overall and with pay and benefits in particular, and if having a grievance system at the workplace affects these ratings.

Access much higher for the unionized

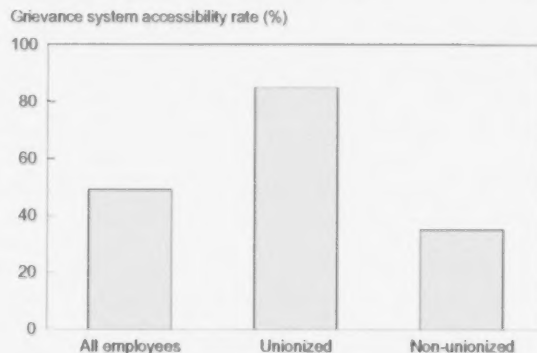
In 1999, roughly one half (49% or 5.3 million) of the 10.8 million employees covered by WES reported that they had access to a grievance system at their workplace (Table 1). Approximately 3 million (28%) of these employees stated that they belonged to a union or were covered by a collective agreement.² As expected, the accessibility rate was much higher

among unionized workers; overall, it stood at 85%, almost two and a half times the rate for non-unionized workers (35%) (Chart A).³ The union advantage persisted for both sexes; across age, occupation and industry groupings; and across regions.

Overall, the highest accessibility rates were recorded for workers in professional occupations (66%) and for those in heavily unionized industries such as primary product manufacturing (67%), communication and other utilities (74%), and education and health services (71%). In contrast, the lowest rates were found among less unionized groups such as youth (less than 25 years, 32%), marketing and salespersons (34%), and workers in construction and in real estate, rental and leasing (32% each).

Only Alberta, the least unionized province, had an accessibility rate (45%) lower than the overall national average; the rate for each of the other five regions was identical to the national average.

Chart A: About 9 in 10 unionized workers had access to a grievance system, compared with roughly 4 in 10 non-unionized workers.



Source: Workplace and Employee Survey, 1999

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Table 1: Access to grievance system

	All employees		Unionized		Non-unionized	
	'000	%	'000	%	'000	%
Both sexes	5,259	48.8	2,559	85.1	2,700	34.8
Men	2,583	50.0	1,287	84.9	1,296	35.5
Women	2,676	47.7	1,272	85.3	1,404	34.1
Age						
Less than 25	347	32.5	110	64.3	237	26.4
25 to 44	2,939	49.0	1,377	86.3	1,562	35.5
45 or older	1,972	53.1	1,072	86.4	901	36.5
Occupation						
Managers	759	46.7	78	78.6	681	44.6
Professionals	1,144	65.7	673	92.1	471	46.7
Technical/trades	1,930	45.9	1,066	82.2	865	29.7
Marketing/sales	303	33.5	72	74.7	231	28.6
Clerical/administrative	696	46.2	339	83.5	357	32.4
Production workers with no trade/certification	427	53.6	331	87.5	96	22.9
Industry						
Forestry, mining, oil and gas extraction	89	47.8	41	86.3	47	34.4
Labour-intensive tertiary manufacturing	225	45.2	132	80.1	93	27.9
Primary product manufacturing	267	67.0	169	88.0	99	47.7
Secondary product manufacturing	161	43.9	59	78.7	102	35.0
Capital-intensive tertiary manufacturing	335	57.3	157	94.6	178	42.4
Construction	136	32.4	60	57.5	77	24.2
Transportation, warehousing and wholesale trade	424	38.3	125	85.1	300	31.1
Communication and other utilities	181	74.3	109	86.5	72	61.3
Retail trade and consumer services	905	34.9	235	69.3	670	29.7
Finance and insurance	265	52.3	52	82.0	213	48.0
Real estate, rental, and leasing	59	32.5	7	70.5	35	23.5
Business services	352	35.2	64	77.6	288	31.4
Educational and health services	1,658	70.8	1,213	90.9	445	44.2
Information and cultural industries	202	57.7	119	90.3	83	38.0
Region						
Atlantic	351	49.4	174	89.7	177	34.2
Quebec	1,265	49.2	808	83.0	457	28.6
Ontario	2,115	49.2	811	87.3	1,305	38.8
Manitoba and Saskatchewan	362	49.1	194	84.2	168	33.1
Alberta	500	45.1	184	88.9	316	35.1
British Columbia	666	49.2	389	82.0	276	31.4

Source: Workplace and Employee Survey, 1999

The grievance system

A grievance can be defined as a complaint, often in writing, requesting redress by management of a perceived act of injustice. The complaint can be filed directly by the aggrieved worker(s) or by a union on their behalf. The injustice could be the result of a violation of the term(s) of a collective agreement, a federal or provincial law, or simply an employee's rights as spelled out in corporate policies or practices. The most common grievances involve pay (including overtime and acting pay); special leave; notices of suspension, dismissal or reprimand; discrimination and harassment; and performance appraisals.

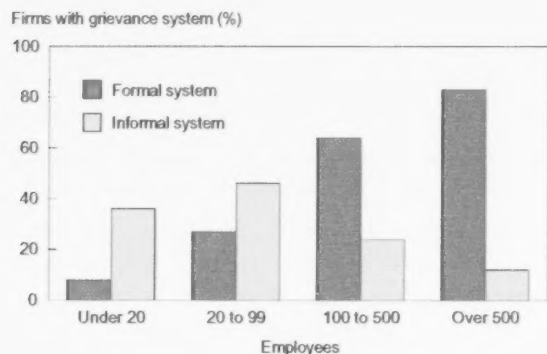
Usually, grievance procedures clearly spell out the steps to be followed for resolution. Typically, the first is a verbal or written complaint to the immediate supervisor. Failing resolution at this level, the complaint proceeds to a management committee. Most cases involving non-unionized workers do not go beyond this level; however, some cases, especially those involving unionized workers, can be taken further—a labour-management committee and even outside arbitration. Deadlines are usually specified for each level. The final authority for settlement is laid out in most corporate policies or collective agreements.¹

Access more common in larger firms

About 48% of the 718,000 establishments covered by WES stated that they had a grievance system. The likelihood of having a system at the workplace increased with establishment size and was also positively correlated with the presence of a union (Akycampong 2000).⁴ For example, 44% of small firms (less than 20 employees) reported having a grievance system,

compared with 95% of large firms (over 500); the latter are also more frequently unionized (Chart B). Furthermore, the larger the firm size, the greater the likelihood of a formal grievance system—the term ‘formal’ usually entailing a written grievance with detailed step-by-step resolution procedures. In contrast, the smaller the firm size, the greater the likelihood of an informal system, usually entailing a verbal or written grievance and often settled by a supervisor or manager.

Chart B: The likelihood of a grievance system increases with establishment size.



Source: Workplace and Employee Survey, 1999

Overall usage rate similar for unionized and non-unionized workers

Approximately 11% (570,000) of the over five million employees with access to a grievance system filed a grievance in 1999 (Table 2). Irrespective of union membership, the highest usage rates were recorded for youth (18%), production workers with no trade or certification (20%), employees in labour-intensive tertiary manufacturing (16%), and workers in Alberta (14%). The lowest rates were for managers and professionals (7% each), and finance and insurance (6%).

Clearly, access does not necessarily go hand in hand with use of the system. For example, despite unionized workers' greater access to and perceived preoccupation with the grievance system, their usage rate as

Data source

The Workplace and Employee Survey (WES) is a joint program of Statistics Canada and Human Resources Development Canada. The goal of the WES is to examine the way employers and their employees respond to the changing competitive and technological environment. Survey results provide insight into the relationship between a firm's employment practices and its performance, as well as in-depth information on the effects of technology, training and human resources practices. The survey is unique in that employers and employees are linked at the microdata level—employees are selected from the sampled workplaces. Thus, information from both employers and employees is available in a single framework. The longitudinal aspect of WES allows researchers to study both employer and employee outcomes over time.

The 1999 sample consisted of 6,400 establishments and 24,000 employees. Public administration, agriculture, fishing and trapping, and private households are excluded from WES.

a group (11.2%) was fairly similar to that of non-unionized workers (10.5%). Although the reason for the similar rates is not immediately clear, easier access and therefore greater potential use of the system by unionized workers may contribute to improved human-relations practices on the part of employers, resulting in fewer grievances being filed.

Furthermore, the union versus non-union grievance usage pattern does not appear clear-cut. For some groups such as youth, production workers with no trade or certification, and workers in Alberta, the usage rate for non-unionized workers was much higher. For other groups such as workers in forestry, mining, and oil and gas extraction, and in British Columbia, the reverse was true. Interestingly, youth and workers in Alberta had the lowest accessibility rates and yet recorded the highest usage rates.

Formal versus informal settlements

In general, almost half of all grievances do not go beyond the supervisor or manager level. Of the 570,000 filed in 1999, 46% were informally addressed at this level (Table 3). About 16% were addressed through a management committee, 22% through a labour-management committee, and 9% by an outside arbitrator. Other mechanisms were used in 20% of cases.

Table 2: Grievance system use*

	All employees		Unionized		Non-unionized	
	'000	%	'000	%	'000	%
Both sexes	570	10.8	286	11.2	284	10.5
Men	279	10.8	147	11.4	133	10.2
Women	290	10.8	139	10.9	151	10.8
Age						
Less than 25	61	17.6	9	8.1	52	22.1
25 to 44	349	11.9	180	13.1	170	10.8
45 or older	159	8.1	97	9.0	62	6.9
Occupation						
Managers	51	6.7	F	F	50	7.3
Professionals	81	7.1	41	6.1	40	8.5
Technical/trades	221	11.4	134	12.6	87	10.1
Marketing/sales	50	16.5	9 ^f	11.9	41 ^f	18.0
Clerical/administrative	82	11.8	52	15.2	30	8.5
Production workers with no trade/certification	85	19.9	49 ^f	14.9	35	37.1
Industry						
Forestry, mining, oil and gas extraction	12	13.0	8	20.1	3 ^f	6.8
Labour-intensive tertiary manufacturing	36	15.9	22 ^f	16.6	14	14.9
Primary product manufacturing	37	13.9	27	16.1	10	10.2
Secondary product manufacturing	16	10.1	8 ^f	14.2	F	F
Capital-intensive tertiary manufacturing	F	F	F	F	11 ^f	6.0
Construction	17	12.3	4 ^f	7.4 ^f	12 ^f	16.2 ^f
Transportation, warehousing and wholesale trade	57	13.4	22	18.0	35	11.5
Communication and other utilities	24	13.0	16	14.9	7	10.1
Retail trade and consumer services	106	11.7	20 ^f	8.6 ^f	86	12.8
Finance and insurance	16	6.2	7	12.7	F	F
Real estate, rental, leasing operations	7 ^f	11.3 ^f	F	F	F	F
Business services	41	11.8	5 ^f	8.4 ^f	36 ^f	12.5
Educational and health services	143	8.6	104	8.6	39	8.7
Information and cultural industries	18	8.7 ^f	9	7.5	9 ^f	10.5 ^f
Region						
Atlantic	35	9.9	15	8.7	20	11.1
Quebec	114	9.0	81	10.0	33	7.3
Ontario	243	11.5	105	13.0	138	10.6
Manitoba and Saskatchewan	43	11.8	25	12.8	18	10.7
Alberta	69	13.9	16	8.7	53	16.9
British Columbia	65	9.8	44	11.3	22	7.8

Source: Workplace and Employee Survey, 1999

* Users as a percentage of those with access to a grievance system.

The settlement method used depends partly on the grievance procedures in place and partly on the substance of the grievance. Stark differences were apparent in the address mechanisms used by unionized and non-unionized workers. The more informal resolution routes (mainly the manager/supervisor or a management committee) were used most frequently by non-unionized workers; indeed, for many non-unionized workplaces, recourse was limited to these two levels. On the other hand, the more formal settlement routes (labour-management committee or arbitration) were the norm for unionized employees. Thus, 8 in 10 non-unionized workers in 1999 saw their grievance informally addressed by a supervisor/manager or a management committee, compared with 5 in 10 unionized workers. In contrast, just over 5 in 10 unionized workers had their grievance addressed through a labour-management committee or outside arbitrator, compared with only 1 in 10 non-unionized employees, most of them in larger establishments.

Non-unionized employees more likely to note improved post-grievance situations

Approximately 61% of the employees who filed a grievance in 1999 perceived some improvement in their post-grievance situation (Table 4). Overall, men were more likely than women to indicate an improvement (70% versus 53%). Among the major occupations, managers ranked first in this regard (84%), possibly because managers invariably play a major role in the resolution process. Marketing and

Table 3: Grievance resolution methods

Method used	All employees	Unionized	Non-unionized
	%		
Informal, by manager/supervisor	45.9	29.7	62.2
Management committee	15.5	15.3	15.8
Labour-management committee	21.9	36.1	7.6
Outside arbitrator	9.3	15.3 ^E	3.2
Other	20.4	22.5	18.4

Source: Workplace and Employee Survey, 1999

Note: Percentages add up to more than 100 due to use of more than one mechanism for some settlements.

sales recorded the least (39%). A much higher-than-average percentage of workers in construction (84%) indicated an improvement, as did workers in the Atlantic region (71%).

Despite the support received from unions during grievances (through shop stewards, for example), fewer unionized workers than non-unionized reported an improvement in their post-grievance situation (54% versus 68%). Possible explanations for this anomaly are not readily available. They may partly derive from differences in the kind of issues being grieved by the two groups—information not available from WES. In other words, the issues being grieved by non-unionized workers may be easier to resolve. It is not possible to ascertain the influence of resolution mechanisms used because not all mechanisms were available to each filer, and also because some filers used more than one mechanism.

Workers with grievance privileges more satisfied with job, pay and benefits

Overall job satisfaction depends on a variety of factors, including pay and benefits, nature of the job, physical working conditions, relations with the boss and co-workers, job stability, promotional prospects, and work arrangements (for example, shift, contract, seasonal, or on-call work). Similarly, satisfaction with pay depends in part on job demands and skill or educational qualification match. Finally, satisfaction with

job benefits depends on several factors, including their number and type (Akycampong 2002; Fang and Verma 2002; Marshall 2003).

While job satisfaction has many aspects, one would expect—all else equal—higher satisfaction among workers with grievance privileges. WES does indeed show slightly higher overall job satisfaction for workers with grievance privileges. In 1999, about 91% of these workers stated that they were satisfied or very satisfied with their job overall, compared with 88% of those without such privileges (Table 5). Ratings were identical for the unionized and non-unionized.

Satisfaction with pay and benefits was generally lower than for the overall job. Here also, a slightly higher percentage of workers with access to a grievance system (77%) than those without (72%) stated that they were satisfied or very satisfied with their pay and benefits. Again, unionized and non-unionized employees scarcely differed.

Employers with a grievance system at their workplace were also asked to rate their labour-management relations.⁵ About 92% rated these as good, another 8% as fair, and only a handful as poor. The presence of a union appeared to have a slightly negative effect. In workplaces with a grievance system but no union, 92% of employers perceived their labour-management relations to be good compared with just under 88% of employers in workplaces with a union.

Summary

In 1999, approximately half the 10.8 million employees covered by the Workplace and Employee Survey reported having a grievance system at their workplace. About 85% of unionized workers had access to a grievance system compared with 35% of non-unionized workers. The union advantage persisted across age, sex, occupation, industry and geographical dimensions. The likelihood of having a system increased with establishment size.

About 11% of those with access filed a grievance in 1999. However, access to a grievance system alone does not necessarily translate into use. The usage rate for unionized workers, who have more access, was almost identical to the rate for non-unionized employees. Indeed, some workers with the least access to the system were the most likely to use it, and vice versa.

Table 4: Successful grievance resolution rates*

	All employees	Unionized	Non-unionized
		%	
Both sexes	61.1	54.0	68.3
Men	70.0	58.3	82.8
Women	52.6	49.5	55.5
Age			
Less than 25	48.4	70.7	44.6
25 to 44	61.3	51.3	72.0
45 or older	65.6	57.6	78.2
Occupation			
Managers	83.9	F	85.5
Professionals	59.4	41.3	77.8
Technical/trades	62.6	51.8	79.2
Marketing/sales	38.7 ^c	63.6	33.5
Clerical/administrative	65.8	59.6	76.4
Production workers with no trade/certification	54.0	63.8	F
Industry			
Forestry, mining, oil and gas extraction	76.9	78.3	73.4
Labour-intensive tertiary manufacturing	59.6	50.2	74.7
Primary product manufacturing	70.1	64.0	86.4
Secondary product manufacturing	75.5	66.3	85.1
Capital-intensive tertiary manufacturing	68.3	68.8	66.7
Construction	83.5	64.8	90.2
Transportation, warehousing and wholesale trade	68.7	51.4	80.0
Communication and other utilities	65.9	63.1	72.4
Retail trade and consumer services	57.7	60.1	57.1
Finance and insurance	53.3	F	66.4
Real estate, rental, leasing operations	47.8 ^d	F	F
Business services	64.7	49.2	66.9
Educational and health services	52.6	46.3	69.7
Information and cultural industries	47.5 ^d	35.1 ^e	60.1 ^e
Region			
Atlantic	71.0	56.3	82.3
Quebec	54.6	53.2	58.0
Ontario	63.7	61.5	65.4
Manitoba and Saskatchewan	58.4	47.3	73.6
Alberta	67.1	55.4	70.7
British Columbia	53.1	40.1	79.7

Source: Workplace and Employee Survey, 1999

* Percentage of filing persons indicating a post-grievance improvement in their situation.

While settlements through managers/supervisors and management committees appeared to be the norm for non-unionized workers, unionized workers were more likely to use a formal settlement mechanism such as a labour-management committee or an outside arbitrator.

About 6 in 10 persons filing a grievance in 1999 perceived an improvement in their post-grievance situation. The ratio was higher for non-unionized employees—7 in 10, compared with 5 in 10 unionized workers. Factors accounting for the disappearance of a union advantage in this situation, despite union workers' greater access to the system, are not immediately clear from available WES data, but differences in issues being grieved may have played a role.

Worker satisfaction with the overall job was generally higher than for pay and benefits. The presence of a grievance system at the workplace appears to have had a slight positive effect on satisfaction ratings. About 91% of all workers with grievance privileges indicated that they were satisfied or very satisfied with the overall job, and 77% said the same with respect to pay and benefits. For those without access to a grievance system, the corresponding percentages were slightly lower, at 88% and 72%. The ratings for unionized and non-unionized workers were similar, with or without a grievance system at the workplace.

Table 5: Access to grievance system and job satisfaction

	All employees	Accessible to system	No access to system
	%		
Overall job satisfaction			
Very satisfied	34.8	37.9	31.9
Satisfied	54.5	52.8	56.1
Dissatisfied	8.7	7.6	9.7
Very dissatisfied	1.7	1.4	2.0
No opinion	0.3	0.3 ^f	0.3
Satisfaction with pay and benefits			
Very satisfied	19.1	21.5	16.8
Satisfied	55.1	55.4	54.8
Dissatisfied	21.5	19.8	23.1
Very dissatisfied	3.8	2.9	4.7
No opinion	0.5	0.3	0.7

Source: Workplace and Employee Survey, 1999

Perspectives

■ Notes

1 Approximately 84% of employees with a workplace grievance system stated that the final authority for settlement rested with management. Another 5% cited a labour-management committee, and the remaining 11% an outside arbitrator.

2 The WES union coverage rate is slightly lower than the rate in the overall economy. According to the Labour Force Survey, inclusion of employees in agriculture and the heavily unionized public administration industry raised the overall national coverage rate in 1999 to 32% (Akycampong 2000).

3 The high accessibility rate for unionized workers is not surprising since most collective agreements contain grievance provisions.

4 The Labour Force Survey shows that in 1999, the union rate rose by firm size, increasing from 14% for firms with less than 20 employees to 58% for firms with more than 500 employees (Akycampong 2000).

5 Since this question was not administered to those without a grievance system, it is impossible to ascertain the likely effect, or its direction, of having a system in place.

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Who pays for domestic help?

Boris Palameta

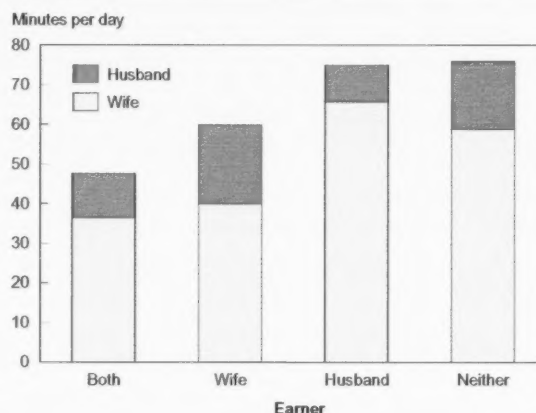
CANADIANS HAVE BECOME increasingly 'time poor.' Time allocated by families to paid work has increased, leaving less time for unpaid work such as necessary household chores. Time pressures are especially onerous for women, largely because men's share of unpaid housework has not increased at the same rate as women's share of paid work. For example, in 1993, in most dual-earner families with both spouses working full time, the wife was solely or largely responsible for daily housework such as meal preparation, meal clean-up, cleaning, and laundry (Marshall 1993). The most recent available time-use data showed a similar pattern (Chart A).

One way to relieve time pressure is to purchase home services such as domestic help. Households are often assumed to base their spending decisions on the combined income of all members—the income-pooling hypothesis. This model predicts that each additional dollar of a man's income should be spent the same way as each additional dollar of a woman's income. Yet several studies have shown that they are spent differently. In American dual-earner households, wives' wages were significant predictors of spending on home services while husbands' wages were not (Soberon-Ferrer and Dardis 1991). In a test of the income-pooling hypothesis for 14 different expenditure categories, expenditures falling within the traditional realm of 'woman's work,' such as child care and household food, were more influenced by the wife's than by the husband's income (Phipps and Burton 1998).

This article looks at expenditures on home services in 2000, the most recent year for which microdata are available (see *Data source and definitions*). It focuses on husband-wife households, for which issues related to division of unpaid labour are likely to be important. Characteristics of households that did and did not

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Chart A: Wives spend more time than husbands on housecleaning, in all types of households.



Source: General Social Survey, 1998

purchase home services are compared. Because women may gain more time by purchasing home services, women's share of household income may be especially important. Also, the need for time pressure relief may make dual-earner households more likely purchasers of home services than single-earner or no-earner households. Other factors considered include household composition, size of dwelling, and presence of a secondary residence such as a vacation home. Households with more members (especially very young or very old) may be more likely to pay for home services, especially if they have more rooms to clean or more than one residence.

High-income households more likely to pay for home services

A little more than 1 in 10 husband-wife households purchased home services in 2000, spending an average of \$1,100. Purchasing households had a much higher

Data source and definitions

The **Survey of Household Spending (SHS)**, conducted annually since 1997, collects data on expenditures of private households. The household member mainly responsible for financial maintenance acts as the reference person. This study was restricted to husband-wife households surveyed in 2000.

In the SHS, **home services** are defined as "domestic help, e.g., housekeepers, cleaners, paid companions and house-sitters." Child-care services and outdoor services such as gardening and snow removal are excluded.

Wife's share of household income is her total income before taxes divided by the total household income before taxes. The following conventions were applied in order to prevent the wife's share of household income from being less than 0% or more than 100%. Her share was set at 0% if both the household income and her income were zero or less, or if the household income was positive but her income was negative. The share was set at 100% if her income was positive but the household income was negative, or if the household income was positive, but her income was higher than the household income.

Dual-earner households are those in which both spouses work at least part time. In the SHS, part-time workers are those whose total weeks worked in a year do not exceed 48, or those who worked 49 or more weeks but less than 25 full time.

Logistic regression estimates the probability that a particular outcome—in this study purchasing home services—will occur as a function of several explanatory variables. The association between each explanatory variable and the probability of purchase is examined while holding all other variables constant. In other words, the probability of purchase can be compared between households that are identical in every respect but one. For instance, a comparison can be made between dual-earner households that have the same income, same number of children, etc., but differ in terms of the wife's share of household income. An F-statistic is computed for each explanatory variable to determine whether a change in that variable is associated with a significant change in the probability of purchase when all other variables are held constant.

To account for the complex survey design, the analysis was conducted using WesVar version 4.2. Replicate weights were created using the jack-knife method. Interaction effects between household income, wife's share of income, and wife's age were found to be non-significant and were dropped from the analysis. Only main effects are shown.

median income than non-purchasing households (Table). Other distinguishing features of purchasing households included an older wife, a larger dwelling (where size was defined by the number of rooms), and a wife with a larger share of household income. Purchasing households were also more likely to have dual-earner spouses, a senior other than the husband or wife in the home, or a vacation home.

However, some of the variables may be interrelated. Examining each one individually without taking the others into account may lead to misleading conclusions. To make informative statements about how any one variable is associated with the decision to purchase home services, the other variables must be held constant. This is done by using a technique called logistic regression (see *Data source and definitions*).

Table: Husband-wife households purchasing home services

	Total	Purchased	Did not purchase
Households ('000)	6,820.3	713.1	6,107.3
(%)	100.0	10.4	89.6
Characteristics			
Median household income, before taxes (\$)	60,500	86,900	58,600
Wife's share of household income (%)	31.3	34.1	31.0
Wife's age	46.8	49.3	46.5
Number of children under 16	0.83	0.81	0.83
At least one child under 5 at home (%)	20.9	20.9	21.0
At least one senior (65+) other than husband or wife at home (%)	2.5	3.5	2.3
Own a vacation home (%)	9.9	13.8	9.5
Number of rooms in dwelling	6.8	7.7	6.7
Employment status			
		%	
Dual-earner spouses	60.4	65.3	59.8
Wife sole earner	5.3	4.5	5.4
Husband sole earner	16.8	12.1	17.3
Neither spouse earning	17.5	18.0	17.5

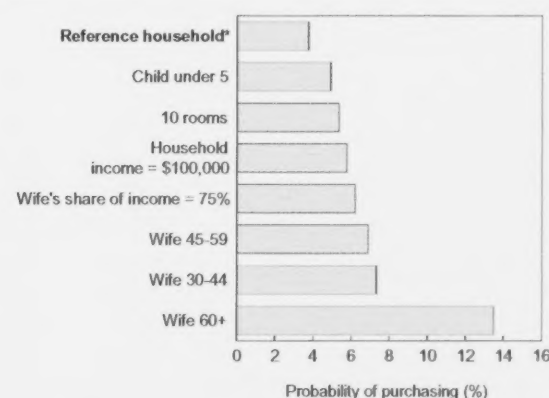
Source: Survey of Household Spending, 2000

Wife's share of household income is important, dual-earner status is not

To illustrate the influence of different variables on the purchasing decision, a reference household with a specific set of characteristics was selected. Each characteristic was then changed while holding the others constant (Chart B).

As hypothesized, the wife's share of household income is an important factor in the decision to purchase home services. If the wife's share of income is set at 75% instead of 25% with all other factors held constant, the likelihood of purchasing home services doubles.

Chart B: Probability of purchasing home services increases most with the wife's age.



Source: Survey of Household Spending, 2000

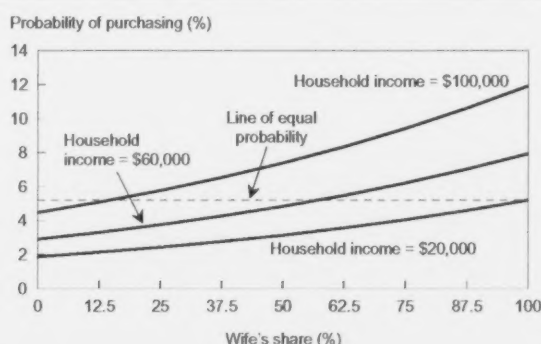
* Dual earners (wife under 30) living in a 7-room house—no children, seniors, or vacation home. Household income \$60,000—wife's share 25%.

Furthermore, households with a relatively small income, most of it the wife's, are sometimes more likely to pay for home services than households with a larger income, most of it the husband's (Chart C). For example, purchases are more likely if the wife makes 100% of a \$20,000 household income than if she makes less than 57% of a \$60,000 household income, or less than 15% of a \$100,000 household income.

Another important factor in the purchasing decision is the wife's age. Households in which the wife was aged 30 to 59 are almost twice as likely to purchase home

services as households with a wife under 30. Those in which the wife was 60 or over are four times as likely. Perhaps older women are less willing or able to do housework. And in younger households, husbands may be more likely to help with household chores, thus reducing the need for home services.

Chart C: Probability of purchasing home services increases with both household income and the wife's share of it.



Source: Survey of Household Spending, 2000

Although the number of children in a household does not affect the decision to purchase services, the presence of at least one child under 5 increases the likelihood. This result is not surprising, since households with young children usually have more to clean up, and less time to do it.

Another significant variable is the number of rooms in the dwelling. When everything else is held constant, the probability of purchasing home services increases with the number of rooms to be cleaned.

Surprisingly, dual-earner households are no more likely than male-earner households to purchase home services, once other factors such as household income are held constant. The presence of seniors in the household and owning a vacation home are also not found to be significant.

Summary

Buying domestic help is not just a matter of having sufficient household income. It also matters whose income it is. Consider two husband-wife households,

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identical in every respect except that the husband makes 75% of the income in one household while the wife makes 75% in the other. The analysis presented here predicts that the second household will be roughly twice as likely to pay for home services.

The likelihood of purchasing home services also increases with the wife's age. Everything else being equal, women 60 and over are almost four times as likely to pay for domestic help as women under 30.

Although dual-earner status is not associated with an increased likelihood of purchasing home services, other time-related factors such as young children and a large dwelling are. Home services can be thought of as an item purchased largely at the wife's discretion if household tasks are especially time-consuming and household income is sufficient. Put more simply, domestic help seems to be a means by which husbands and wives—but especially wives—can buy time.

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PERSPECTIVES

ON LABOUR AND INCOME

Fact-sheet on unionization

Since 1997, the Labour Force Survey (LFS) has been the major source of data on unionization. The first detailed demographic and socio-economic profile of union members from the LFS was released in *Perspectives* on the eve of Labour Day 1997. The profile has since been expanded and updated annually (Akycampong 1997, 1998, 1999, 2000, 2001, 2002). This year's update extends the profile to the first half of 2003. As in past releases, data on earnings, wage settlements, inflation, and strikes and lockouts are also provided.

Table 1: Union rates in first half of 2002 and 2003

At 13.2 million, average paid employment (employees) during the first half of 2003 was 342,000 higher than during the same period a year earlier. Union membership also grew, from 3.9 million to 4.0 million. The increase in union membership, however, was proportionately larger than that for employees, so the union rate (density) rose from 30.3% to 30.5%.

Both women and men saw increases in union membership. For women, the rate rose from 30.2% to 30.5%, and for men from 30.3% to 30.5%.

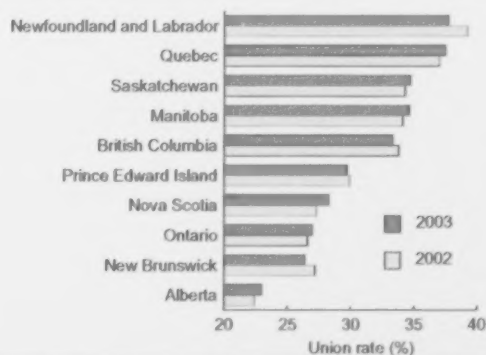
Most of the increase in membership occurred in the public sector, with the rate rising from 72.5% to 72.7%. The private-sector rate rose marginally from 18.0% to 18.1%.

Six provinces recorded rate increases; the remaining four (Newfoundland and Labrador, Prince Edward Island, New Brunswick, and British Columbia) saw declines (Chart A).

The rate among full-time employees rose from 31.9% to 32.1%, and among part-time workers from 23.3% to 23.7%.

Increases were recorded for both permanent and non-permanent employees. The rate rose in firms with under 20 employees and in those with between 100 and 500 employees; it fell in the largest firms (those with over 500 employees) and remained unchanged in those with between 20 and 99 employees.

Chart A: Newfoundland and Labrador and Quebec remain the most unionized provinces, Alberta the least.



Source: Labour Force Survey, January-to-June averages

Unionization rose in 8 of the 16 major industry groups: agriculture; natural resources; utilities; construction; transportation and warehousing; professional, scientific and technical; public administration; and other (miscellaneous) industries. It remained unchanged in manufacturing, and fell in the rest of the industry groups (Chart B).

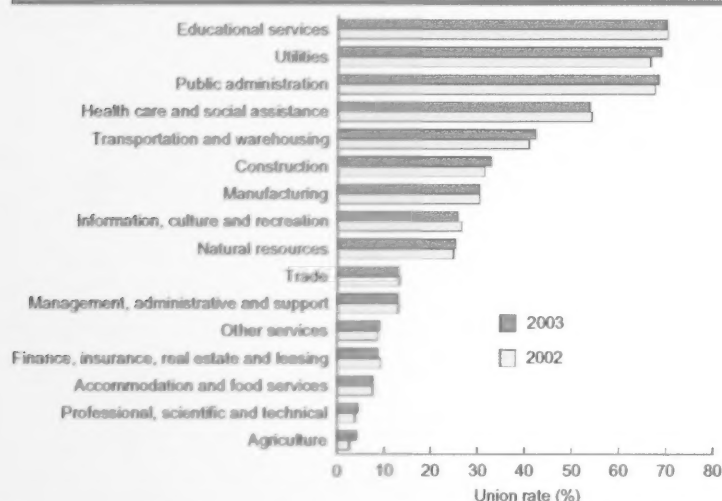
Among the 10 major occupational groups, union density rose in 6 and fell in 3. The 3 groups that fell were management; business, finance and administrative; and natural and applied sciences. Social and public service was unchanged. (Chart C).

The number of employees who were not union members but were covered by a collective agreement averaged 272,000, virtually unchanged from the level a year earlier (see Akycampong 2000 for a description of this group).



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Chart B: The highest union rates were in public-sector industries.

Source: Labour Force Survey, January-to-June averages

Low union rates were recorded by 15 to 24 year-olds (13.3%), in Alberta (22.3%); in agriculture (2.9%); professional, scientific and technical services (4.1%); and in management occupations (9.1%).

Differences between the sexes

The union rate for men (30.0%) in 2002, for the first time was marginally lower than that for women (30.1%).

The rate for male part-time employees (18.2%) was much lower than for full-time (31.4%). Among women the gap was narrower (25.3% versus 31.8%).

The unionization rate of women in the public sector (74.3%) exceeded that of men (69.6%), reflecting women's presence in public administration and in teaching and health positions. However, in the private sector, only 13.0% were unionized, compared with 21.9% of men. The lower rate reflected women's pre-dominance in sales and several service occupations.

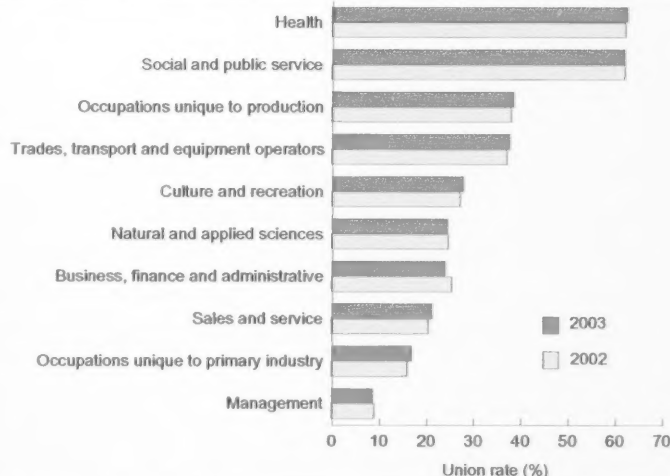
Table 2: 2002 annual averages

Approximately 3.9 million (30.0%) employees belonged to a union in 2002. An additional 277,000 (2.2%) were covered by a collective agreement.

Employees in the public sector—government, crown corporations, and publicly funded schools or hospitals—were four times as likely as their private-sector counterparts to belong to a union (72.4% versus 17.9%).

Almost 1 in 3 full-time employees belonged to a union, compared with about 1 in 4 part-time. Also, almost 1 in 3 permanent employees was a union member, compared with roughly 1 in 4 non-permanent.

High union rates were found among employees aged 45 to 54 (40.7%); for those with university degrees (34.9%); in Newfoundland and Labrador (37.7%) and Quebec (36.5%); in educational services (70.3%), public administration (67.2%), and utilities (65.2%); and in health care occupations (62.5%).

Chart C: Unionization in community service occupations far outpaced that in others.

Source: Labour Force Survey, January-to-June averages

A higher-than-average union rate was recorded among men with a postsecondary certificate or diploma (33.9%), as well as those with high school graduation (30.9%). For women, the highest rate was registered by those with a university degree (42.1%), reflecting unionization in occupations such as health care and teaching.

Men in permanent positions had slightly higher rates (31.0%) than women in similar jobs (30.6%). Among employees in non-permanent positions, women were more unionized (26.4%) than men (23.2%).

Table 3: Average earnings and usual hours

Unionized jobs generally provide higher earnings than non-unionized ones. Of course, the differences reflect many factors in addition to collective bargaining provisions. These include differences in the distribution of unionized and non-unionized employees by age, sex, job tenure, industry, occupation, firm size, or geographical location.

The effects of these factors are not examined, but it is clear that unionized workers and jobs tend to have certain characteristics that are associated with higher earnings. For example, union density ratios are higher among men, older workers, those with higher education, employees with long tenure, and those in larger firms. Clearly, not all differences in earnings and non-wage benefits can be attributed solely to union status (Akyeampong 2002), but a recent study (Fang and Verma) estimated the union wage premium (after adjusting for employee and workplace characteristics) at 7.7%.

In 2002, average hourly earnings of unionized workers were higher than those of non-unionized workers. This held true for both full-time (\$21.01 versus \$17.71) and part-time (\$17.74 versus \$10.71) workers.

In addition to having higher hourly earnings, unionized part-time employees usually worked more hours each week than their non-unionized counterparts (19.3 hours versus 16.8). As a result, their average weekly earnings were nearly double (\$350.89 versus \$183.99).

On average, unionized women working full time received 92% of their male counterparts' hourly earnings. In contrast, women working part time earned 10% more.

Table 4: Wage settlements, inflation and labour disputes

As in 2001, wage gains in contract settlements in 2002 surpassed the rate of inflation (2.8% versus 2.2%). For the first four months of 2003, wage gains again averaged 2.8% but the inflation rate had jumped to 4.1%.

Wage gains in the private sector exceeded those in the public sector every year during the 1990s, but since 2000 the picture has reversed.

Annual statistics on strikes, lockouts and person-days lost are affected by several factors, including collective bargaining timetables, size of the unions involved, strike duration, and the state of the economy. The number of collective agreements up for renewal in a year determines the potential for industrial disputes. Union size and strike duration determine the number of person-days lost in the event of a strike. The state of the economy influences the likelihood of an industrial dispute, given that one is legally possible.

The estimated work time lost through strikes and lockouts rose from 0.05% in 2000, to 0.07% in 2001, to 0.09 in 2002. However, these figures are only one-fifth the levels of 20 years earlier (1980 and 1981).

Perspectives

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Table 1: Union membership and coverage by selected characteristics

	2002*			2003*		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage**		Members	Coverage**
	'000	%	%	'000	%	%
Both sexes	12,844	30.3	32.4	13,186	30.5	32.6
Men	6,599	30.3	32.6	6,728	30.5	32.9
Women	6,245	30.2	32.1	6,458	30.5	32.3
Sector[†]						
Public	2,885	72.5	75.9	2,997	72.7	76.0
Private	9,959	18.0	19.7	10,188	18.1	19.8
Age						
15 to 24	2,171	13.5	15.4	2,233	13.9	15.7
25 to 54	9,463	33.5	35.7	9,588	33.6	35.7
25 to 44	6,564	30.3	32.5	6,596	30.0	32.1
45 to 54	2,899	40.8	43.0	2,992	41.4	43.6
55 and over	1,210	34.9	36.7	1,364	36.5	38.3
Education						
Less than Grade 9	369	28.9	30.9	383	30.8	32.6
Some high school	1,580	22.3	23.7	1,564	23.8	25.3
High school graduation	2,739	28.1	29.7	2,695	27.7	29.5
Some postsecondary	1,226	23.8	25.7	1,347	23.6	25.5
Postsecondary certificate or diploma	4,374	33.7	36.1	4,532	33.8	35.9
University degree	2,556	34.9	37.6	2,665	35.3	38.0
Province						
Atlantic	891	29.9	31.2	906	29.7	31.1
Newfoundland and Labrador	183	39.2	40.5	184	37.7	39.4
Prince Edward Island	54	29.9	31.4	55	29.7	31.3
Nova Scotia	359	27.3	28.3	371	28.3	29.5
New Brunswick	295	27.2	29.0	296	26.4	28.0
Quebec	3,073	37.0	40.9	3,128	37.5	41.1
Ontario	5,097	26.6	28.1	5,275	27.0	28.7
Prairies	2,215	26.9	29.0	2,253	27.4	29.2
Manitoba	477	34.1	35.8	477	34.6	36.8
Saskatchewan	373	34.3	36.0	382	34.7	36.2
Alberta	1,365	22.4	24.7	1,395	23.0	24.6
British Columbia	1,568	33.8	34.9	1,623	33.3	34.5
Work status						
Full-time	10,457	31.9	34.1	10,707	32.1	34.3
Part-time	2,387	23.3	24.8	2,479	23.7	25.3
Industry						
Goods-producing	3,195	30.8	32.9	3,276	31.0	33.2
Agriculture	105	2.7	3.6	120	4.1	4.8
Natural resources	224	24.9	26.8	229	25.3	26.6
Utilities	129	66.6	67.9	130	68.9	72.4
Construction	548	31.4	33.8	598	32.8	34.4
Manufacturing	2,188	30.4	32.7	2,198	30.4	32.8
Service-producing	9,649	30.1	32.2	9,910	30.4	32.4
Trade	2,099	13.2	14.5	2,134	13.0	14.6
Transportation and warehousing	612	40.9	43.1	620	42.2	44.0
Finance, insurance, real estate and leasing	753	9.2	10.8	785	8.6	9.9
Professional, scientific and technical	668	3.9	5.4	661	4.3	5.4
Management, and administrative and support	421	12.9	14.9	452	12.8	14.7
Education	982	70.2	73.6	1,037	70.0	73.4
Health care and social assistance	1,383	54.2	56.7	1,461	53.7	55.6
Information, culture and recreation	598	26.5	28.2	572	25.8	28.2
Accommodation and food	901	7.6	8.3	910	7.5	8.2
Other	458	8.6	10.2	481	9.0	11.0
Public administration	775	67.5	72.3	798	68.3	73.3

Table 1: Union membership and coverage by selected characteristics (concluded)

	2002*			2003*		
	Total employees	Union density		Total employees	Union density	
		Members	Coverage**		Members	Coverage**
Occupation	'000	%	%	'000	%	%
Management	892	8.9	11.8	872	8.6	10.9
Business, finance and administrative	2,542	25.2	27.0	2,534	23.9	26.1
Professional	338	18.6	21.0	333	16.1	18.1
Financial and administrative	694	22.1	24.2	690	21.0	23.1
Clerical	1,510	28.1	29.7	1,511	27.0	29.1
Natural and applied sciences	857	24.6	27.0	889	24.4	27.0
Health	732	62.1	65.1	769	62.5	64.6
Professional	86	40.9	48.5	86	43.9	50.4
Nursing	250	81.9	84.2	259	81.2	82.8
Technical	169	56.7	59.8	176	56.6	57.7
Support staff	228	52.5	54.2	247	53.6	55.3
Social and public service	979	61.9	64.6	1,036	61.9	64.7
Legal, social and religious workers	394	40.0	42.7	410	41.2	43.6
Teachers and professors	585	76.6	79.3	626	75.5	78.6
Secondary and elementary	412	88.2	90.0	429	89.3	91.1
Other	174	49.2	53.9	197	45.4	51.4
Culture and recreation	268	27.1	29.6	287	27.8	29.4
Sales and service	3,456	20.5	22.0	3,565	21.2	22.7
Wholesale	349	5.8	8.1	363	6.3	8.0
Retail	946	12.3	13.4	983	12.8	13.8
Food and beverage	517	9.7	10.4	511	8.8	9.7
Protective services	222	54.9	59.4	221	53.6	59.4
Child care and home support	241	36.7	38.4	255	39.5	41.7
Travel and accommodation	1,181	26.3	27.7	1,232	27.7	28.8
Trades, transport and equipment operators	1,709	37.0	39.1	1,783	37.5	39.6
Contractors and supervisors	115	28.7	31.7	105	30.7	32.7
Construction trades	217	39.7	42.3	227	40.4	42.6
Other trades	655	40.1	42.4	685	39.6	41.9
Transportation equipment operators	465	35.6	37.1	476	36.7	38.6
Helpers and labourers	256	32.9	35.2	290	33.9	36.0
Unique to primary industries	229	15.9	17.3	252	16.8	17.5
Unique to production	1,181	37.9	40.3	1,198	38.4	41.1
Machine operators and assemblers	990	37.5	39.9	998	38.5	41.2
Labourers	191	40.1	42.5	199	38.1	40.7
Workplace size						
Under 20 employees	4,281	12.6	14.1	4,403	12.8	14.1
20 to 99 employees	4,218	31.2	33.3	4,291	31.2	33.2
100 to 500 employees	2,767	42.2	44.8	2,856	43.3	46.0
Over 500 employees	1,577	54.7	57.7	1,636	54.4	57.3
Job tenure						
1 to 12 months	2,871	14.7	16.9	2,912	15.0	17.4
Over 1 year to 5 years	4,334	22.6	24.5	4,431	22.9	24.6
Over 5 years to 9 years	1,555	29.6	31.2	1,741	30.7	32.6
Over 9 years to 14 years	1,499	42.1	44.4	1,436	41.0	43.2
Over 14 years	2,585	54.0	56.5	2,665	54.5	56.9
Job status						
Permanent	11,255	30.9	32.9	11,614	31.1	33.0
Non-permanent	1,589	25.8	28.5	1,572	26.5	29.3

Source: Labour Force Survey

* January-to-June average.

** Union members and persons who are not union members, but who are covered by collective agreements (for example, some religious group members).

† Public sector: employees in government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions; private sector: all other wage and salary earners.

Table 2A: Union membership and coverage by sex and selected characteristics, 2002

	Both sexes					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	13,066	3,924	30.0	4,201	32.2	8,865
Sector†						
Public	2,908	2,106	72.4	2,206	75.8	702
Private	10,158	1,817	17.9	1,995	19.6	8,162
Age						
15 to 24	2,265	301	13.3	347	15.3	1,918
25 to 54	9,558	3,193	33.4	3,402	35.6	6,156
25 to 44	6,628	1,999	30.2	2,146	32.4	4,482
45 to 54	2,930	1,194	40.7	1,256	42.9	1,674
55 and over	1,243	429	34.5	452	36.4	791
Education						
Less than Grade 9	391	109	27.8	117	29.8	275
Some high school	1,613	353	21.9	377	23.4	1,236
High school graduation	2,781	768	27.6	813	29.2	1,968
Some postsecondary	1,259	297	23.6	321	25.5	937
Postsecondary certificate or diploma	4,430	1,491	33.7	1,593	36.0	2,837
University degree	2,592	906	34.9	980	37.8	1,612
Province						
Atlantic	916	267	29.2	279	30.5	636
Newfoundland and Labrador	189	71	37.7	74	39.1	115
Prince Edward Island	56	16	29.2	17	31.0	39
Nova Scotia	367	100	27.2	103	28.0	264
New Brunswick	304	80	26.3	85	28.1	218
Quebec	3,118	1,139	36.5	1,260	40.4	1,858
Ontario	5,188	1,378	26.6	1,459	28.1	3,729
Prairies	2,246	604	26.9	649	28.9	1,597
Manitoba	481	166	34.5	174	36.1	307
Saskatchewan	380	129	34.0	136	35.8	244
Alberta	1,385	309	22.3	339	24.5	1,046
British Columbia	1,598	535	33.5	554	34.7	1,045
Work status						
Full-time	10,696	3,374	31.5	3,616	33.8	7,080
Part-time	2,369	550	23.2	585	24.7	1,785
Industry						
Goods-producing	3,314	1,009	30.4	1,079	32.6	2,234
Agriculture	119	3	2.9	5	4.0	114
Natural resources	227	56	24.6	60	26.3	167
Utilities	131	86	65.2	89	67.5	43
Construction	605	189	31.2	203	33.6	402
Manufacturing	2,231	675	30.2	723	32.4	1,508
Service-producing	9,752	2,915	29.9	3,121	32.0	6,631
Trade	2,130	269	12.6	300	14.1	1,830
Transportation and warehousing	628	261	41.6	275	43.7	353
Finance, insurance, real estate and leasing	764	68	8.9	82	10.7	682
Professional, scientific and technical	665	28	4.1	38	5.7	627
Management, and administrative and support	438	58	13.2	66	15.0	372
Education	968	681	70.3	715	73.8	254
Health care and social assistance	1,412	764	54.1	798	56.5	614
Information, culture and recreation	602	154	25.6	164	27.3	437
Accommodation and food	907	66	7.3	73	8.0	834
Other	460	42	9.2	50	10.9	410
Public administration	778	523	67.2	561	72.1	217

Table 2A: Union membership and coverage by sex and selected characteristics, 2002 (continued)

	Men					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,737	2,021	30.0	2,178	32.3	4,558
Sector†						
Public	1,149	799	69.6	846	73.6	303
Private	5,588	1,222	21.9	1,333	23.8	4,256
Age						
15 to 24	1,155	164	14.2	191	16.5	964
25 to 54	4,900	1,619	33.0	1,737	35.4	3,163
25 to 44	3,430	1,014	29.6	1,095	31.9	2,335
45 to 54	1,470	605	41.2	642	43.7	828
55 and over	682	237	34.8	251	36.8	431
Education						
Less than Grade 9	241	71	29.4	76	31.7	164
Some high school	933	235	25.2	251	26.9	682
High school graduation	1,409	436	30.9	460	32.7	949
Some postsecondary	634	164	25.9	180	28.3	455
Postsecondary certificate or diploma	2,224	755	33.9	811	36.5	1,413
University degree	1,296	361	27.8	400	30.9	896
Province						
Atlantic	459	133	29.0	139	30.2	320
Newfoundland and Labrador	96	37	38.5	39	40.2	57
Prince Edward Island	27	7	25.9	7	27.1	19
Nova Scotia	183	48	26.4	49	27.0	133
New Brunswick	153	41	26.7	44	28.4	110
Quebec	1,635	621	38.0	691	42.3	944
Ontario	2,671	718	26.9	763	28.6	1,908
Prairies	1,164	283	24.3	307	26.4	857
Manitoba	244	78	32.2	82	33.8	161
Saskatchewan	191	56	29.3	60	31.5	131
Alberta	730	148	20.3	165	22.6	565
British Columbia	808	266	32.9	278	34.4	530
Work status						
Full-time	6,034	1,893	31.4	2,040	33.8	3,994
Part-time	702	128	18.2	138	19.6	564
Industry						
Goods-producing	2,492	844	33.9	901	36.2	1,591
Agriculture	75	2	2.5	3	3.9	73
Natural resources	190	52	27.3	55	29.0	135
Utilities	99	66	66.5	68	68.8	31
Construction	540	186	34.4	199	36.9	341
Manufacturing	1,587	539	34.0	576	36.3	1,011
Service-producing	4,245	1,177	27.7	1,277	30.1	2,968
Trade	1,056	145	13.8	161	15.3	895
Transportation and warehousing	476	206	43.3	217	45.6	259
Finance, insurance, real estate and leasing	293	24	8.1	29	9.9	264
Professional, scientific and technical	344	15	4.4	21	6.0	323
Management, and administrative and support	232	40	17.2	44	19.1	187
Education	331	221	66.7	235	71.0	96
Health care and social assistance	223	124	55.8	132	59.2	91
Information, culture and recreation	307	80	26.1	86	27.9	221
Accommodation and food	343	27	7.7	30	8.6	313
Other	228	23	9.9	28	12.2	200
Public administration	414	273	65.8	296	71.3	119

Table 2A: Union membership and coverage by sex and selected characteristics, 2002 (continued)

	Women					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	6,329	1,903	30.1	2,023	32.0	4,306
Sector†						
Public	1,759	1,307	74.3	1,360	77.3	400
Private	4,570	595	13.0	663	14.5	3,907
Age						
15 to 24	1,109	137	12.4	156	14.1	953
25 to 54	4,658	1,574	33.8	1,665	35.8	2,992
25 to 44	3,198	985	30.8	1,051	32.9	2,147
45 to 54	1,460	589	40.3	614	42.1	846
55 and over	562	192	34.2	201	35.8	361
Education						
Less than Grade 9	150	38	25.1	40	26.6	110
Some high school	681	118	17.3	126	18.5	555
High school graduation	1,372	333	24.2	353	25.7	1,019
Some postsecondary	624	133	21.3	142	22.7	482
Postsecondary certificate or diploma	2,206	736	33.4	782	35.5	1,424
University degree	1,296	545	42.1	580	44.8	716
Province						
Atlantic	457	134	29.4	141	30.8	316
Newfoundland and Labrador	93	34	36.9	35	37.9	58
Prince Edward Island	29	9	32.2	10	34.5	19
Nova Scotia	185	52	28.1	54	29.1	131
New Brunswick	150	39	25.9	42	27.8	108
Quebec	1,483	518	34.9	568	38.3	915
Ontario	2,517	660	26.2	696	27.6	1,821
Prairies	1,082	321	29.7	342	31.6	740
Manitoba	237	87	36.8	91	38.5	146
Saskatchewan	189	73	38.8	76	40.2	113
Alberta	655	160	24.5	174	26.6	481
British Columbia	790	269	34.1	276	34.9	514
Work status						
Full-time	4,662	1,480	31.8	1,576	33.8	3,086
Part-time	1,667	422	25.3	447	26.8	1,220
Industry						
Goods-producing	822	165	20.0	179	21.7	643
Agriculture	43	2	3.7	2	4.1	41
Natural resources	37	4	10.6	4	12.0	32
Utilities	32	20	61.4	21	63.5	12
Construction	65	3	5.1	4	6.3	61
Manufacturing	645	136	21.1	148	22.9	497
Service-producing	5,507	1,738	31.6	1,844	33.5	3,663
Trade	1,074	124	11.6	138	12.9	936
Transportation and warehousing	152	55	36.3	58	38.1	94
Finance, insurance, real estate and leasing	471	45	9.5	53	11.2	418
Professional, scientific and technical	321	12	3.8	17	5.4	304
Management, and administrative and support	206	18	8.7	22	10.4	185
Education	637	460	72.2	479	75.3	158
Health care and social assistance	1,190	640	53.8	666	56.0	523
Information, culture and recreation	295	74	25.0	79	26.7	216
Accommodation and food	564	40	7.0	43	7.7	521
Other	232	20	8.4	22	9.6	210
Public administration	364	251	68.9	266	73.0	98

Table 2A: Union membership and coverage by sex and selected characteristics, 2002 (continued)

	Both sexes					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	881	80	9.1	106	12.0	775
Business, finance and administrative	2,526	631	25.0	682	27.0	1,844
Professional	341	61	18.0	69	20.4	271
Financial and administrative	682	148	21.7	163	23.8	520
Clerical	1,503	421	28.0	450	29.9	1,053
Natural and applied sciences	893	218	24.4	239	26.7	655
Health	750	469	62.5	487	64.8	264
Professional	86	33	38.8	39	44.8	48
Nursing	263	216	82.1	221	84.0	42
Technical	172	99	57.2	103	59.5	70
Support staff	229	121	52.9	125	54.4	104
Social and public service	984	604	61.4	633	64.3	351
Legal, social and religious workers	404	161	39.9	173	42.7	231
Teachers and professors	580	443	76.4	461	79.4	120
Secondary and elementary	403	357	88.8	364	90.5	38
Other	178	86	48.2	96	54.1	81
Culture and recreation	274	72	26.2	79	28.6	196
Sales and service	3,495	708	20.3	762	21.8	2,733
Wholesale	345	23	6.5	30	8.6	316
Retail	982	121	12.3	134	13.6	849
Food and beverage	515	48	9.3	51	9.9	464
Protective services	220	119	54.3	130	59.2	90
Child care and home support	233	84	36.3	89	38.3	144
Travel and accommodation	1,200	313	26.1	329	27.4	871
Trades, transport and equipment operators	1,794	654	36.5	693	38.7	1,101
Contractors and supervisors	120	33	27.4	36	30.4	84
Construction trades	232	92	39.8	99	42.7	133
Other trades	673	265	39.4	280	41.6	393
Transportation equipment operators	490	175	35.8	183	37.4	306
Helpers and labourers	280	89	31.8	95	33.9	185
Unique to primary industries	257	39	15.3	42	16.5	214
Unique to production	1,211	448	37.0	478	39.5	733
Machine operators and assemblers	1,015	375	36.9	400	39.4	615
Labourers	197	74	37.4	79	40.0	118
Workplace size						
Under 20 employees	4,345	541	12.5	602	13.9	3,743
20 to 99 employees	4,312	1,327	30.8	1,420	32.9	2,892
100 to 500 employees	2,804	1,171	41.8	1,247	44.5	1,557
Over 500 employees	1,605	884	55.1	932	58.1	673
Job tenure						
1 to 12 months	2,961	432	14.6	498	16.8	2,462
Over 1 year to 5 years	4,407	1,004	22.8	1,089	24.7	3,318
Over 5 years to 9 years	1,629	479	29.4	508	31.2	1,121
Over 9 years to 14 years	1,475	611	41.5	644	43.7	831
Over 14 years	2,594	1,396	53.8	1,462	56.3	1,132
Job status						
Permanent	11,374	3,504	30.8	3,736	32.8	7,637
Non-permanent	1,692	420	24.8	465	27.5	1,228

Table 2A: Union membership and coverage by sex and selected characteristics, 2002 (continued)

	Men					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	568	52	9.2	69	12.2	498
Business, finance and administrative	700	191	27.3	205	29.2	495
Professional	154	26	17.1	30	19.3	124
Financial and administrative	106	25	23.2	27	26.0	78
Clerical	440	140	31.9	147	33.5	293
Natural and applied sciences	697	169	24.3	186	26.7	511
Health	103	58	56.6	61	59.5	41
Professional	23	7	30.8	8	35.9	15
Nursing	19	16	87.4	17	91.1	2
Technical	37	21	56.3	22	58.5	15
Support staff	23	14	58.4	14	59.6	9
Social and public service	338	188	55.6	200	59.2	138
Legal, social and religious workers	134	44	32.8	47	35.4	87
Teachers and professors	204	144	70.6	153	74.9	51
Secondary and elementary	111	97	87.0	99	89.5	12
Other	93	48	51.0	54	57.5	40
Culture and recreation	119	30	25.3	34	28.6	85
Sales and service	1,467	334	22.8	362	24.7	1,105
Wholesale	208	12	5.8	16	7.9	192
Retail	311	34	10.8	39	12.5	272
Food and beverage	190	20	10.6	22	11.4	169
Protective services	179	99	55.2	108	60.4	71
Child care and home support	15	7	43.8	7	45.6	8
Travel and accommodation	563	163	28.9	170	30.2	393
Trades, transport and equipment operators	1,684	627	37.2	664	39.4	1,020
Contractors and supervisors	114	32	28.4	36	31.4	78
Construction trades	227	92	40.3	98	43.2	129
Other trades	642	257	40.0	271	42.2	371
Transportation equipment operators	454	164	36.0	171	37.6	283
Helpers and labourers	247	83	33.4	88	35.7	159
Unique to primary industries	212	36	16.9	38	18.1	173
Unique to production	849	336	39.5	358	42.2	491
Machine operators and assemblers	730	287	39.3	305	41.8	424
Labourers	119	49	41.0	53	44.2	67
Workplace size						
Under 20 employees	2,065	291	14.1	323	15.6	1,743
20 to 99 employees	2,268	636	28.0	688	30.3	1,580
100 to 500 employees	1,542	638	41.4	684	44.4	858
Over 500 employees	862	457	53.0	483	56.1	379
Job tenure						
1 to 12 months	1,515	230	15.2	266	17.6	1,248
Over 1 year to 5 years	2,203	484	21.9	530	24.1	1,673
Over 5 years to 9 years	844	245	29.0	263	31.1	581
Over 9 years to 14 years	719	279	38.8	294	41.0	424
Over 14 years	1,457	784	53.8	825	56.6	632
Job status						
Permanent	5,903	1,827	31.0	1,961	33.2	3,943
Non-permanent	834	194	23.2	218	26.1	616

Table 2A: Union membership and coverage by sex and selected characteristics, 2002 (concluded)

	Women					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	313	28	9.0	36	11.6	277
Business, finance and administrative	1,825	439	24.1	477	26.1	1,349
Professional	186	35	18.7	40	21.2	147
Financial and administrative	577	123	21.4	135	23.4	442
Clerical	1,062	281	26.5	302	28.4	760
Natural and applied sciences	196	48	24.7	52	26.6	144
Health	648	411	63.4	426	65.7	222
Professional	63	26	41.8	30	48.1	33
Nursing	244	200	81.7	204	83.4	40
Technical	135	78	57.4	81	59.8	54
Support staff	206	108	52.3	111	53.9	95
Social and public service	645	416	64.4	433	67.0	213
Legal, social and religious workers	270	117	43.4	125	46.4	144
Teachers and professors	376	299	79.5	307	81.8	68
Secondary and elementary	291	261	89.5	265	90.9	26
Other	84	38	45.1	42	50.4	42
Culture and recreation	155	42	26.8	45	28.7	111
Sales and service	2,029	374	18.5	400	19.7	1,628
Wholesale	137	11	7.7	13	9.6	124
Retail	671	87	13.0	95	14.1	577
Food and beverage	325	28	8.5	30	9.1	296
Protective services	41	20	50.3	22	54.1	19
Child care and home support	218	78	35.8	82	37.8	136
Travel and accommodation	637	150	23.6	159	24.9	478
Trades, transport and equipment operators	110	28	25.1	30	27.0	80
Contractors and supervisors	6	F	F	F	F	5
Construction trades	5	F	F	F	F	4
Other trades	31	8	26.9	9	28.8	22
Transportation equipment operators	35	11	32.4	12	35.2	23
Helpers and labourers	33	7	19.7	7	20.8	26
Unique to primary industries	45	4	8.2	4	9.1	41
Unique to production	362	113	31.1	120	33.2	242
Machine operators and assemblers	285	88	30.9	95	33.2	191
Labourers	77	25	31.8	26	33.3	52
Workplace size						
Under 20 employees	2,280	250	11.0	279	12.3	2,000
20 to 99 employees	2,045	691	33.8	732	35.8	1,313
100 to 500 employees	1,262	533	42.3	562	44.6	699
Over 500 employees	743	428	57.6	449	60.4	294
Job tenure						
1 to 12 months	1,446	202	14.0	232	16.0	1,214
Over 1 year to 5 years	2,204	521	23.6	559	25.4	1,645
Over 5 years to 9 years	785	235	29.9	245	31.3	540
Over 9 years to 14 years	756	333	44.0	349	46.2	407
Over 14 years	1,137	612	53.8	637	56.0	501
Job status						
Permanent	5,470	1,676	30.6	1,776	32.5	3,695
Non-permanent	859	226	26.4	247	28.8	612

Source: Labour Force Survey

* Union members and persons who are not union members, but who are covered by collective agreements (for example, some religious group members).

** Workers who are neither union members nor covered by collective agreements.

† Public sector: employees in government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions; private sector: all other wage and salary earners.

Table 2B: Union membership and coverage by province and selected characteristics, 2002

	Atlantic					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	916	267	29.2	279	30.5	636
Sector†						
Public	248	177	71.4	183	73.8	65
Private	667	90	13.5	96	14.4	571
Sex						
Men	459	133	29.0	139	30.2	320
Women	457	134	29.4	141	30.8	316
Age						
15 to 24	153	10	6.8	12	7.9	141
25 to 54	685	229	33.5	239	34.8	446
25 to 44	468	137	29.3	144	30.8	324
45 to 54	217	92	42.5	94	43.6	122
55 and over	78	28	35.9	29	37.0	49
Education						
Less than Grade 9	31	7	23.1	7	23.7	23
Some high school	122	22	18.2	23	18.9	99
High school graduation	175	40	22.8	41	23.7	133
Some postsecondary	83	16	18.8	17	20.1	67
Postsecondary certificate or diploma	344	117	33.9	122	35.4	223
University degree	160	66	41.0	69	43.1	91
Work status						
Full-time	767	239	31.2	249	32.5	517
Part-time	149	28	19.0	30	20.3	119
Industry						
Goods-producing	198	57	28.6	59	29.7	139
Agriculture	11	F	F	F	F	11
Natural resources	28	8	28.1	8	29.3	20
Utilities	10	7	67.4	7	68.0	3
Construction	45	9	21.1	10	22.3	35
Manufacturing	104	32	30.8	33	32.0	71
Service-producing	718	211	29.4	221	30.7	497
Trade	158	9	5.9	10	6.3	148
Transportation and warehousing	46	19	41.0	19	42.4	26
Finance, insurance, real estate and leasing	40	2	5.5	3	6.7	37
Professional, scientific and technical	31	1	3.5	1	4.1	30
Management, and administrative and support	46	2	5.1	3	5.8	43
Education	75	55	73.6	57	76.1	18
Health care and social assistance	120	67	55.8	69	57.4	51
Information, culture and recreation	35	8	22.3	8	23.7	27
Accommodation and food	68	4	5.1	4	5.6	64
Other	32	3	7.8	3	8.7	29
Public administration	67	41	62.1	44	65.8	23

Table 2B: Union membership and coverage by province and selected characteristics, 2002 (continued)

	Quebec					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	3,118	1,139	36.5	1,260	40.4	1,858
Sector¹						
Public	741	580	78.3	607	82.0	134
Private	2,377	559	23.5	652	27.4	1,725
Sex						
Men	1,635	621	38.0	691	42.3	944
Women	1,483	518	34.9	568	38.3	915
Age						
15 to 24	532	101	18.9	123	23.2	409
25 to 54	2,301	925	40.2	1,014	44.1	1,287
25 to 44	1,559	572	36.7	636	40.8	923
45 to 54	742	353	47.5	378	51.0	364
55 and over	285	113	39.7	122	42.7	163
Education						
Less than Grade 9	163	53	32.6	59	36.2	104
Some high school	373	116	31.0	129	34.7	244
High school graduation	536	191	35.7	209	38.9	327
Some postsecondary	260	75	28.9	83	32.1	177
Postsecondary certificate or diploma	1,201	467	38.9	512	42.6	689
University degree	585	237	40.6	267	45.7	318
Work status						
Full-time	2,559	979	38.3	1,086	42.4	1,473
Part-time	559	160	28.6	173	31.0	386
Industry						
Goods-producing	837	328	39.2	361	43.1	476
Agriculture	26	F	F	2	7.2	24
Natural resources	32	11	35.7	12	38.5	19
Utilities	30	23	76.5	23	78.7	6
Construction	117	60	51.3	65	55.7	52
Manufacturing	631	232	36.8	258	40.9	373
Service-producing	2,281	811	35.6	899	39.4	1,383
Trade	522	79	15.1	97	18.6	425
Transportation and warehousing	126	60	47.1	65	51.1	62
Finance, insurance, real estate and leasing	169	29	17.1	38	22.4	131
Professional, scientific and technical	151	9	5.9	14	9.3	137
Management, and administrative and support	91	20	22.1	25	27.7	66
Education	231	173	74.7	180	77.7	52
Health care and social assistance	355	216	60.8	230	64.8	125
Information, culture and recreation	137	43	31.6	48	35.0	89
Accommodation and food	185	18	10.0	22	11.7	163
Other	108	13	12.4	18	16.5	90
Public administration	207	152	73.3	163	78.6	44

Table 2B: Union membership and coverage by province and selected characteristics, 2002 (continued)

	Ontario					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	5,188	1,378	26.6	1,459	28.1	3,729
Sector[†]						
Public	1,038	700	67.4	735	70.8	303
Private	4,150	678	16.3	724	17.4	3,426
Sex						
Men	2,671	718	26.9	763	28.6	1,908
Women	2,517	660	26.2	696	27.6	1,821
Age						
15 to 24	862	100	11.6	112	13.0	750
25 to 54	3,821	1,125	29.4	1,187	31.1	2,634
25 to 44	2,696	716	26.6	761	28.2	1,935
45 to 54	1,125	409	36.3	427	37.9	698
55 and over	505	153	30.4	160	31.7	345
Education						
Less than Grade 9	121	34	28.1	35	29.1	86
Some high school	643	130	20.1	135	20.9	509
High school graduation	1,170	297	25.4	310	26.5	860
Some postsecondary	487	105	21.6	113	23.3	373
Postsecondary certificate or diploma	1,621	476	29.3	507	31.3	1,114
University degree	1,146	336	29.4	358	31.3	787
Work status						
Full-time	4,287	1,209	28.2	1,280	29.9	3,007
Part-time	901	169	18.8	179	19.9	722
Industry						
Goods-producing	1,430	414	28.9	436	30.5	994
Agriculture	32	F	F	F	F	31
Natural resources	31	11	36.4	11	37.0	19
Utilities	51	33	65.8	35	68.5	16
Construction	236	74	31.3	78	33.2	157
Manufacturing	1,080	295	27.3	311	28.7	770
Service-producing	3,758	964	25.7	1,023	27.2	2,735
Trade	810	101	12.4	107	13.2	703
Transportation and warehousing	234	87	37.1	91	38.7	144
Finance, insurance, real estate and leasing	347	15	4.3	17	5.0	330
Professional, scientific and technical	286	9	3.2	13	4.4	274
Management, and administrative and support	195	23	12.0	25	12.8	170
Education	362	248	68.7	257	71.2	104
Health care and social assistance	490	214	43.8	226	46.2	264
Information, culture and recreation	245	48	19.5	51	20.7	194
Accommodation and food	328	19	5.8	20	6.2	308
Other	170	13	7.4	14	8.5	155
Public administration	291	187	64.2	202	69.4	89

Table 2B: Union membership and coverage by province and selected characteristics, 2002 (continued)

	Prairies					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	2,246	604	26.9	649	28.9	1,597
Sector[†]						
Public	526	370	70.3	392	74.5	134
Private	1,720	234	13.6	257	14.9	1,463
Sex						
Men	1,164	283	24.3	307	26.4	857
Women	1,082	321	29.7	342	31.6	740
Age						
15 to 24	445	53	12.0	60	13.4	385
25 to 54	1,587	483	30.4	516	32.5	1,071
25 to 44	1,104	306	27.7	328	29.7	776
45 to 54	483	176	36.5	188	38.9	295
55 and over	214	68	31.7	73	34.2	141
Education						
Less than Grade 9	48	8	17.8	9	18.9	39
Some high school	306	49	16.2	53	17.2	253
High school graduation	522	122	23.5	132	25.2	390
Some postsecondary	230	49	21.5	54	23.4	176
Postsecondary certificate or diploma	745	227	30.4	242	32.5	503
University degree	396	147	37.2	160	40.4	236
Work status						
Full-time	1,833	511	27.9	550	30.0	1,283
Part-time	414	93	22.5	100	24.1	314
Industry						
Goods-producing	531	112	21.1	123	23.1	409
Agriculture	32	F	F	F	F	31
Natural resources	106	15	14.2	17	16.1	89
Utilities	28	14	50.2	15	52.9	13
Construction	132	27	20.4	30	22.8	102
Manufacturing	233	56	24.0	60	25.7	173
Service-producing	1,715	491	28.7	526	30.7	1,188
Trade	370	40	10.7	43	11.6	327
Transportation and warehousing	131	47	35.6	49	37.4	82
Finance, insurance, real estate and leasing	117	10	8.9	12	10.3	105
Professional, scientific and technical	111	4	3.8	6	5.0	105
Management, and administrative and support	64	6	9.0	6	10.1	57
Education	172	116	67.1	127	73.6	45
Health care and social assistance	260	145	55.9	150	57.7	110
Information, culture and recreation	101	27	26.7	29	28.5	72
Accommodation and food	172	7	4.2	8	4.6	164
Other	90	7	8.1	8	9.0	82
Public administration	128	82	64.3	89	69.6	39

Table 2B: Union membership and coverage by province and selected characteristics, 2002 (continued)

	British Columbia					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Total	1,598	535	33.5	554	34.7	1,045
Sector†						
Public	355	279	78.7	288	81.1	67
Private	1,244	256	20.6	266	21.4	978
Sex						
Men	808	266	32.9	278	34.4	530
Women	790	269	34.1	276	34.9	514
Age						
15 to 24	273	37	13.6	40	14.7	233
25 to 54	1,164	431	37.1	445	38.3	718
25 to 44	801	268	33.4	277	34.6	524
45 to 54	363	164	45.2	168	46.4	194
55 and over	162	67	41.3	68	42.2	93
Education						
Less than Grade 9	28	6	20.4	6	20.4	23
Some high school	169	36	21.2	37	22.0	132
High school graduation	379	117	30.9	121	32.0	258
Some postsecondary	198	52	26.2	54	27.2	144
Postsecondary certificate or diploma	518	205	39.6	210	40.6	308
University degree	305	119	39.0	125	41.1	180
Work status						
Full-time	1,251	435	34.8	451	36.0	800
Part-time	347	100	28.8	103	29.6	244
Industry						
Goods-producing	318	98	30.8	101	31.9	217
Agriculture	18	F	F	F	F	17
Natural resources	30	10	34.5	11	35.5	20
Utilities	12	8	67.5	8	68.4	4
Construction	75	19	24.8	20	26.0	56
Manufacturing	183	60	32.7	62	33.7	121
Service-producing	1,280	437	34.1	452	35.3	828
Trade	270	41	15.3	43	16.0	227
Transportation and warehousing	90	49	54.5	51	56.4	39
Finance, insurance, real estate and leasing	91	12	13.2	12	13.4	79
Professional, scientific and technical	86	4	4.9	4	5.0	82
Management, and administrative and support	42	6	14.9	7	15.5	36
Education	128	89	69.5	94	73.0	35
Health care and social assistance	188	122	64.9	124	65.9	64
Information, culture and recreation	84	28	33.4	29	34.2	55
Accommodation and food	155	18	11.6	19	12.3	136
Other	61	7	10.8	7	11.7	54
Public administration	85	60	71.1	63	74.4	22

Table 2B: Union membership and coverage by province and selected characteristics, 2002 (continued)

	Atlantic					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	54	6	11.8	8	14.0	47
Business, finance and administrative	169	45	26.4	47	27.9	122
Professional	16	4	24.5	4	26.7	12
Financial and administrative	46	10	22.5	11	24.1	35
Clerical	107	30	28.5	32	29.7	75
Natural and applied sciences	53	17	32.6	18	34.2	35
Health	64	42	66.5	43	68.2	20
Professional	6	3	41.0	3	43.0	4
Nursing	24	21	85.8	21	87.3	3
Technical	17	12	71.0	12	73.2	4
Support staff	17	7	43.9	8	45.2	9
Social and public service	67	42	62.8	44	65.0	23
Legal, social and religious workers	25	9	35.4	10	38.0	16
Teachers and professors	42	33	79.5	34	81.5	8
Secondary and elementary	30	27	91.1	27	92.4	2
Other	12	6	51.3	7	54.9	5
Culture and recreation	17	4	24.3	4	26.3	12
Sales and service	267	40	15.1	42	15.8	225
Wholesale	18	1	4.0	1	4.7	17
Retail	81	4	4.9	4	5.3	76
Food and beverage	39	3	8.5	3	9.0	35
Protective services	15	6	41.8	7	43.6	8
Child care and home support	21	5	25.6	6	27.2	15
Travel and accommodation	93	21	22.1	21	22.9	72
Trades, transport and equipment operators	134	44	33.1	46	34.3	88
Contractors and supervisors	7	2	25.8	2	27.8	5
Construction trades	19	6	30.6	6	32.2	13
Other trades	45	17	38.6	18	39.8	27
Transportation equipment operators	40	13	33.6	14	34.3	26
Helpers and labourers	23	6	25.5	6	27.1	17
Unique to primary industries	31	5	16.7	5	17.5	25
Unique to production	60	21	34.8	21	36.0	38
Machine operators and assemblers	47	15	32.5	16	34.0	31
Labourers	13	6	42.8	6	43.4	7
Workplace size						
Under 20 employees	366	51	13.9	54	14.8	311
20 to 99 employees	284	94	33.0	98	34.4	186
100 to 500 employees	177	74	41.8	76	43.3	100
Over 500 employees	89	49	54.9	51	57.1	38
Job tenure						
1 to 12 months	230	28	12.4	33	14.1	198
Over 1 year to 5 years	280	57	20.4	60	21.4	220
Over 5 years to 9 years	102	32	31.3	33	32.6	69
Over 9 years to 14 years	101	41	40.3	42	41.4	59
Over 14 years	202	109	54.0	112	55.3	90
Job status						
Permanent	736	228	30.9	236	32.0	500
Non-permanent	180	40	22.1	44	24.2	136

Table 2B: Union membership and coverage by province and selected characteristics, 2002 (continued)

	Quebec					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	179	17	9.5	29	16.1	150
Business, finance and administrative	599	190	31.7	213	35.5	386
Professional	77	19	24.4	23	30.0	54
Financial and administrative	188	53	28.3	61	32.2	128
Clerical	334	118	35.3	129	38.7	205
Natural and applied sciences	218	69	31.5	79	36.0	140
Health	187	126	67.3	132	70.6	55
Professional	22	11	48.8	13	58.8	9
Nursing	61	54	87.8	55	90.5	6
Technical	43	29	66.2	30	69.5	13
Support staff	61	33	54.1	34	55.8	27
Social and public service	239	164	68.4	171	71.6	68
Legal, social and religious workers	96	51	53.2	54	56.7	41
Teachers and professors	144	113	78.5	117	81.5	27
Secondary and elementary	92	83	90.4	85	92.2	7
Other	52	30	57.4	32	62.6	19
Culture and recreation	78	25	31.8	29	36.5	50
Sales and service	819	204	24.9	228	27.9	590
Wholesale	77	9	11.2	14	17.9	63
Retail	236	34	14.5	41	17.5	195
Food and beverage	126	14	10.7	15	12.1	111
Protective services	56	38	69.0	40	71.6	16
Child care and home support	57	26	45.2	27	48.2	29
Travel and accommodation	267	84	31.3	91	34.0	176
Trades, transport and equipment operators	414	188	45.5	206	49.8	207
Contractors and supervisors	24	6	25.6	8	33.5	16
Construction trades	55	34	62.0	36	66.5	18
Other trades	161	78	48.3	85	52.7	76
Transportation equipment operators	113	45	40.1	49	43.3	64
Helpers and labourers	61	25	41.3	28	45.7	33
Unique to primary industries	49	10	20.0	11	21.8	38
Unique to production	335	147	43.8	162	48.3	173
Machine operators and assemblers	280	123	43.8	135	48.2	145
Labourers	54	24	44.1	26	48.8	28
Workplace size						
Under 20 employees	975	142	14.5	169	17.3	806
20 to 99 employees	1,026	357	34.8	401	39.1	625
100 to 500 employees	696	363	52.2	394	56.7	301
Over 500 employees	421	277	65.9	295	70.1	126
Job tenure						
1 to 12 months	669	121	18.1	148	22.1	521
Over 1 year to 5 years	998	286	28.7	326	32.7	672
Over 5 years to 9 years	371	133	35.7	145	39.0	226
Over 9 years to 14 years	366	170	46.5	186	50.8	180
Over 14 years	713	429	60.1	454	63.7	259
Job status						
Permanent	2,664	988	37.1	1,092	41.0	1,573
Non-permanent	453	152	33.4	168	37.0	286

Table 2B: Union membership and coverage by province and selected characteristics, 2002 (continued)

	Ontario					
	Total	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	389	31	8.0	38	9.9	351
Business, finance and administrative	1,038	205	19.8	221	21.3	817
Professional	160	23	14.6	25	15.9	134
Financial and administrative	252	43	17.0	47	18.6	205
Clerical	626	139	22.2	148	23.7	478
Natural and applied sciences	377	73	19.3	79	21.0	298
Health	264	138	52.1	144	54.5	120
Professional	31	8	26.3	9	30.0	22
Nursing	99	72	72.7	74	74.9	25
Technical	58	22	38.6	24	41.1	34
Support staff	76	35	46.1	37	48.2	40
Social and public service	377	224	59.4	233	61.8	144
Legal, social and religious workers	155	55	35.6	60	38.6	95
Teachers and professors	222	169	76.1	173	78.1	49
Secondary and elementary	163	144	88.3	146	89.5	17
Other	59	25	42.5	28	46.7	31
Culture and recreation	107	22	20.2	23	21.5	84
Sales and service	1,300	241	18.5	256	19.7	1,044
Wholesale	145	7	4.8	8	5.4	137
Retail	366	46	12.4	48	13.2	318
Food and beverage	163	12	7.5	13	7.7	151
Protective services	88	46	51.6	52	58.4	37
Child care and home support	78	22	28.4	23	29.8	55
Travel and accommodation	459	108	23.6	112	24.5	347
Trades, transport and equipment operators	687	235	34.1	244	35.5	443
Contractors and supervisors	48	11	23.7	12	25.2	36
Construction trades	79	30	38.1	33	40.9	47
Other trades	270	97	36.0	101	37.5	169
Transportation equipment operators	178	59	33.2	60	33.9	118
Helpers and labourers	111	36	32.8	38	33.8	74
Unique to primary industries	65	9	14.3	10	14.6	56
Unique to production	583	201	34.4	211	36.2	372
Machine operators and assemblers	492	171	34.7	179	36.5	312
Labourers	91	30	32.9	32	34.7	60
Workplace size						
Under 20 employees	1,539	158	10.2	172	11.2	1,367
20 to 99 employees	1,684	449	26.6	472	28.0	1,212
100 to 500 employees	1,223	425	34.8	450	36.8	773
Over 500 employees	742	346	46.7	365	49.2	377
Job tenure						
1 to 12 months	1,118	139	12.5	160	14.3	958
Over 1 year to 5 years	1,812	361	19.9	384	21.2	1,428
Over 5 years to 9 years	659	165	25.0	172	26.1	487
Over 9 years to 14 years	596	223	37.4	231	38.8	365
Over 14 years	1,002	490	48.9	512	51.1	491
Job status						
Permanent	4,613	1,280	27.7	1,347	29.2	3,266
Non-permanent	575	98	17.1	112	19.5	463

Table 2B: Union membership and coverage by province and selected characteristics, 2002 (continued)

	Prairies					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	155	15	9.9	19	12.4	136
Business, finance and administrative	426	105	24.5	112	26.4	314
Professional	51	8	15.4	9	17.2	42
Financial and administrative	118	23	19.3	25	20.9	94
Clerical	257	74	28.8	79	30.7	178
Natural and applied sciences	148	31	21.1	35	23.4	113
Health	136	92	67.2	94	69.3	42
Professional	15	6	42.1	7	49.8	8
Nursing	45	38	85.0	39	86.2	6
Technical	30	18	60.9	19	62.7	11
Support staff	46	29	62.2	29	63.4	17
Social and public service	172	98	57.3	105	61.3	66
Legal, social and religious workers	74	24	33.1	26	35.5	48
Teachers and professors	98	74	75.5	79	80.9	19
Secondary and elementary	70	61	86.6	63	90.5	7
Other	28	13	47.6	16	56.6	12
Culture and recreation	38	10	26.0	11	28.5	27
Sales and service	614	106	17.3	114	18.6	500
Wholesale	58	3	5.1	4	6.3	55
Retail	162	17	10.6	19	11.5	144
Food and beverage	101	7	6.6	7	6.9	94
Protective services	35	17	47.2	19	53.3	17
Child care and home support	43	14	33.1	16	36.3	28
Travel and accommodation	213	48	22.5	50	23.5	163
Trades, transport and equipment						
operators	344	98	28.4	105	30.5	239
Contractors and supervisors	26	8	30.0	8	31.4	18
Construction trades	49	13	26.1	14	28.4	35
Other trades	118	37	31.4	39	33.2	79
Transportation equipment operators	99	30	30.5	33	32.8	67
Helpers and labourers	52	10	19.2	11	21.2	41
Unique to primary industries	76	8	10.3	9	12.1	66
Unique to production	137	41	30.1	44	32.3	93
Machine operators and assemblers	115	34	29.7	36	31.6	79
Labourers	22	7	32.6	8	35.4	14
Workplace size						
Under 20 employees	828	95	11.5	106	12.9	722
20 to 99 employees	755	215	28.5	230	30.5	525
100 to 500 employees	428	166	38.8	178	41.6	250
Over 500 employees	235	127	54.2	134	57.2	100
Job tenure						
1 to 12 months	576	83	14.3	92	16.0	484
Over 1 year to 5 years	783	164	21.0	179	22.9	604
Over 5 years to 9 years	274	73	26.6	77	28.3	196
Over 9 years to 14 years	216	83	38.4	89	41.1	127
Over 14 years	397	201	50.6	212	53.4	185
Job status						
Permanent	1,974	534	27.1	572	29.0	1,402
Non-permanent	272	69	25.5	77	28.2	195

Table 2B: Union membership and coverage by province and selected characteristics, 2002 (concluded)

	British Columbia					
	Total employees	Union member		Union coverage*		Not a union member**
		Total	Density	Total	Density	
	'000	'000	%	'000	%	'000
Occupation						
Management	102	10	9.8	11	10.9	91
Business, finance and administrative	293	86	29.4	88	30.2	204
Professional	37	7	19.9	8	21.4	29
Financial and administrative	78	19	23.7	19	24.7	59
Clerical	178	60	33.9	61	34.4	117
Natural and applied sciences	97	28	28.4	28	28.9	69
Health	99	72	72.3	73	73.2	27
Professional	12	6	48.5	6	53.1	5
Nursing	34	31	92.9	32	93.5	2
Technical	25	18	71.0	18	71.7	7
Support staff	29	17	59.0	17	59.1	12
Social and public service	128	76	58.9	80	62.0	49
Legal, social and religious workers	53	21	40.0	22	42.1	31
Teachers and professors	75	54	72.4	57	76.0	18
Secondary and elementary	48	43	89.2	43	89.8	5
Other	27	11	42.3	14	51.3	13
Culture and recreation	33	11	33.1	12	34.4	22
Sales and service	496	117	23.7	122	24.6	374
Wholesale	47	3	7.1	3	7.2	44
Retail	136	20	14.5	21	15.4	115
Food and beverage	86	12	14.4	13	15.1	73
Protective services	26	13	48.7	13	52.2	12
Child care and home support	33	17	50.4	17	50.7	17
Travel and accommodation	167	53	31.4	54	32.4	113
Trades, transport and equipment operators	216	89	41.4	93	43.0	123
Contractors and supervisors	15	6	38.3	6	41.3	9
Construction trades	30	10	32.3	10	33.7	20
Other trades	79	35	44.9	36	46.2	42
Transportation equipment operators	59	27	45.6	28	46.8	31
Helpers and labourers	32	11	35.1	12	37.7	20
Unique to primary industries	36	7	20.4	8	21.4	29
Unique to production	97	39	40.0	40	41.2	57
Machine operators and assemblers	81	32	39.5	33	40.8	48
Labourers	16	7	42.4	7	43.5	9
Workplace size						
Under 20 employees	637	96	15.1	100	15.7	537
20 to 99 employees	563	212	37.6	219	38.9	344
100 to 500 employees	280	143	51.0	147	52.6	133
Over 500 employees	118	84	71.5	87	73.7	31
Job tenure						
1 to 12 months	368	61	16.5	66	18.0	302
Over 1 year to 5 years	534	136	25.4	140	26.2	394
Over 5 years to 9 years	222	77	34.8	80	36.0	142
Over 9 years to 14 years	195	94	48.4	96	49.3	99
Over 14 years	280	168	59.9	172	61.5	108
Job status						
Permanent	1,387	474	34.2	489	35.3	897
Non-permanent	212	61	28.7	65	30.5	147

Source: Labour Force Survey

* Union members and persons who are not union members, but who are covered by collective agreements (for example, some religious group members).

** Workers who are neither union members nor covered by collective agreements.

† Public sector: employees in government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions; private sector: all other wage and salary earners.

Table 3: Average earnings and usual hours by union and job status, 2002

	Canada				Atlantic			
	Total employees	Union member	Union coverage*	Not a union member**	Total employees	Union member	Union coverage*	Not a union member**
Both sexes								
Average hourly earnings (\$)	17.66	20.55	20.51	16.30	14.61	18.65	18.60	12.86
Full-time employees	18.82	21.01	20.98	17.71	15.46	18.85	18.82	13.84
Part-time employees	12.40	17.74	17.58	10.71	10.22	16.95	16.77	8.56
Average weekly earnings (\$)	650.10	747.16	747.24	604.06	552.49	698.77	697.33	488.87
Full-time employees	744.46	811.76	812.05	709.94	624.15	740.67	740.92	567.91
Part-time employees	224.10	350.89	346.50	183.99	183.83	344.06	337.76	144.70
Average usual weekly hours, main job	35.6	36.0	36.1	35.3	36.7	37.4	37.4	36.4
Full-time employees	39.6	38.7	38.8	40.0	40.5	39.5	39.6	40.9
Part-time employees	17.4	19.3	19.2	16.8	17.4	20.1	19.9	16.8
Men								
Average hourly earnings (\$)	19.38	21.44	21.43	18.40	16.09	19.29	19.27	14.72
Full-time employees	20.30	21.78	21.78	19.54	16.73	19.41	19.41	15.48
Part-time employees	11.47	16.43	16.21	10.32	9.53	16.20	15.82	8.57
Average weekly earnings (\$)	758.68	828.31	829.02	725.07	653.43	771.37	772.36	601.88
Full-time employees	824.24	863.38	864.62	803.62	701.77	788.61	791.55	659.74
Part-time employees	195.47	308.60	302.72	169.25	156.71	312.32	298.39	135.03
Average usual weekly hours, main job	38.3	38.4	38.5	38.1	40.0	40.2	40.2	39.9
Full-time employees	40.8	39.8	39.9	41.3	42.3	41.0	41.1	42.9
Part-time employees	16.5	18.3	18.2	16.1	16.1	18.9	18.4	15.7
Women								
Average hourly earnings (\$)	15.82	19.61	19.52	14.08	13.12	18.01	17.93	10.97
Full-time employees	16.90	20.02	19.95	15.35	13.94	18.20	18.14	11.84
Part-time employees	12.79	18.14	18.01	10.89	10.48	17.11	16.98	8.55
Average weekly earnings (\$)	534.51	660.95	659.16	475.97	451.21	627.00	623.43	374.56
Full-time employees	641.19	745.74	743.99	588.71	531.13	685.35	682.73	455.61
Part-time employees	236.17	363.68	360.03	190.81	194.01	350.58	346.33	148.78
Average usual weekly hours, main job	32.7	33.4	33.4	32.3	33.4	34.7	34.7	32.8
Full-time employees	38.0	37.3	37.4	38.3	38.2	37.7	37.7	38.4
Part-time employees	17.8	19.6	19.6	17.1	17.9	20.3	20.3	17.2

Table 3: Average earnings and usual hours by union and job status, 2002 (continued)

	Quebec				Ontario			
	Total em- ployees	Union member	Union coverage*	Not a union member**	Total em- ployees	Union member	Union coverage*	Not a union member**
Both sexes								
Average hourly earnings (\$)	16.97	19.70	19.60	15.19	18.56	21.45	21.45	17.43
Full-time employees	17.86	19.90	19.82	16.41	19.93	22.09	22.11	19.00
Part-time employees	12.94	18.46	18.22	10.56	12.03	16.84	16.71	10.87
Average weekly earnings (\$)	606.54	698.37	697.22	545.08	691.46	794.72	795.77	650.65
Full-time employees	685.38	749.04	747.65	639.46	792.27	861.92	863.56	761.92
Part-time employees	245.42	387.89	381.03	184.47	211.75	313.79	310.81	187.20
Average usual weekly hours, main job	34.8	35.3	35.4	34.4	35.8	36.6	36.6	35.5
Full-time employees	38.5	37.8	37.9	38.9	39.8	39.1	39.2	40.0
Part-time employees	18.1	20.3	20.2	17.1	17.1	18.5	18.4	16.7
Men								
Average hourly earnings (\$)	18.37	20.24	20.21	17.02	20.40	22.40	22.43	19.59
Full-time employees	19.09	20.47	20.45	18.02	21.46	22.81	22.86	20.86
Part-time employees	12.04	17.11	16.76	10.30	11.20	15.34	15.19	10.46
Average weekly earnings (\$)	696.90	761.65	762.14	649.12	802.10	873.69	875.43	772.76
Full-time employees	752.29	792.19	792.49	720.65	872.69	908.27	911.30	856.09
Part-time employees	214.85	337.51	329.73	172.57	185.83	274.59	269.51	170.43
Average usual weekly hours, main job	37.3	37.6	37.7	37.0	38.3	38.8	38.8	38.1
Full-time employees	39.6	38.9	39.0	40.2	40.8	40.0	40.0	41.2
Part-time employees	17.0	19.1	19.1	16.3	16.2	17.6	17.5	16.0
Women								
Average hourly earnings (\$)	15.44	19.04	18.86	13.32	16.60	20.41	20.37	15.16
Full-time employees	16.19	19.07	18.89	14.37	17.99	21.17	21.14	16.67
Part-time employees	13.32	18.93	18.73	10.69	12.40	17.29	17.18	11.07
Average weekly earnings (\$)	506.94	622.48	618.27	437.77	574.05	708.76	708.39	522.72
Full-time employees	595.62	686.51	681.91	537.37	690.33	802.55	802.08	643.36
Part-time employees	258.62	405.69	399.21	190.05	223.11	325.63	323.74	195.13
Average usual weekly hours, main job	32.1	32.6	32.7	31.7	33.2	34.2	34.3	32.8
Full-time employees	36.9	36.2	36.3	37.4	38.4	38.0	38.1	38.6
Part-time employees	18.5	20.7	20.6	17.5	17.4	18.7	18.7	17.1

Table 3: Average earnings and usual hours by union and job status, 2002 (concluded)

	Prairies				British Columbia			
	Total employees	Union member	Union coverage*	Not a union member**	Total employees	Union member	Union coverage*	Not a union member**
Both sexes								
Average hourly earnings (\$)	17.11	19.75	19.81	16.01	18.58	21.90	21.90	16.81
Full-time employees	18.27	20.26	20.34	17.39	19.84	22.54	22.58	18.30
Part-time employees	11.93	16.96	16.88	10.37	14.01	19.10	18.95	11.93
Average weekly earnings (\$)	642.41	725.44	729.29	607.10	667.51	777.23	779.34	608.21
Full-time employees	739.21	796.51	801.14	712.69	782.87	870.48	873.54	731.77
Part-time employees	213.64	335.84	332.95	175.80	251.61	370.38	366.12	203.41
Average usual weekly hours, main job	36.1	36.2	36.3	36.1	34.6	35.0	35.0	34.4
Full-time employees	40.4	39.2	39.3	40.8	39.4	38.6	38.7	39.8
Part-time employees	17.3	19.4	19.3	16.7	17.4	19.0	18.9	16.7
Men								
Average hourly earnings (\$)	19.14	21.35	21.40	18.33	20.24	22.79	22.81	18.90
Full-time employees	20.10	21.72	21.76	19.46	21.27	23.34	23.39	20.10
Part-time employees	10.56	15.54	15.62	9.65	13.11	17.60	17.36	11.60
Average weekly earnings (\$)	771.48	846.96	850.46	743.14	781.45	870.10	872.47	733.78
Full-time employees	837.69	881.11	884.18	819.93	861.77	928.42	932.39	822.81
Part-time employees	178.23	302.25	304.40	155.45	224.65	317.08	309.65	194.41
Average usual weekly hours, main job	39.3	39.3	39.4	39.2	37.5	37.7	37.8	37.4
Full-time employees	41.8	40.6	40.7	42.3	40.5	39.8	40.0	40.8
Part-time employees	16.3	18.4	18.5	16.0	16.6	17.7	17.5	16.3
Women								
Average hourly earnings (\$)	14.92	18.34	18.37	13.32	16.87	21.02	20.99	14.66
Full-time employees	15.84	18.68	18.76	14.39	17.99	21.55	21.56	15.93
Part-time employees	12.47	17.27	17.15	10.70	14.38	19.61	19.51	12.07
Average weekly earnings (\$)	503.50	618.34	620.27	449.59	550.99	685.56	685.62	478.71
Full-time employees	607.81	704.39	708.64	557.89	680.63	799.00	799.66	611.67
Part-time employees	227.58	343.18	339.20	185.17	262.81	388.54	385.95	207.41
Average usual weekly hours, main job	32.7	33.4	33.5	32.4	31.6	32.2	32.2	31.3
Full-time employees	38.4	37.8	37.8	38.7	37.9	37.1	37.1	38.4
Part-time employees	17.7	19.6	19.5	17.0	17.7	19.4	19.4	16.9

Source: Labour Force Survey

* Union members and persons who are not union members, but who are covered by collective agreements (for example, some religious group members).

** Workers who are neither union members nor covered by collective agreements.

Table 4: Major wage settlements, inflation and labour disputes

Year	Average annual increase in base wage rates*			Annual change in Consumer Price Index*	Labour disputes and time lost			
	Public sector employees**	Private sector employees**	Total employees		Strikes & lockouts	Workers involved	Person-days not worked	Proportion of estimated working time
			%			'000	'000	%
1980	10.9	11.7	11.1	10.1	1,028	439	9,130	0.37
1981	13.1	12.6	13.0	12.4	1,049	341	8,850	0.35
1982	10.4	9.5	10.2	10.9	679	464	5,702	0.23
1983	4.6	5.5	4.8	5.8	645	329	4,441	0.18
1984	3.9	3.2	3.6	4.3	716	187	3,883	0.15
1985	3.8	3.3	3.7	4.0	829	162	3,126	0.12
1986	3.6	3.0	3.4	4.1	748	484	7,151	0.27
1987	4.1	3.8	4.0	4.4	668	582	3,810	0.14
1988	4.0	5.0	4.4	4.0	548	207	4,901	0.17
1989	5.2	5.2	5.2	5.0	627	445	3,701	0.13
1990	5.6	5.7	5.6	4.8	579	270	5,079	0.17
1991	3.4	4.4	3.6	5.6	463	253	2,516	0.09
1992	2.0	2.6	2.1	1.5	404	150	2,110	0.07
1993	0.6	0.8	0.7	1.8	381	102	1,517	0.05
1994	...	1.2	0.3	0.2	374	81	1,607	0.06
1995	0.6	1.4	0.9	2.2	328	149	1,583	0.05
1996	0.5	1.7	0.9	1.6	330	282	3,351	0.11
1997	1.1	1.8	1.5	1.6	284	258	3,610	0.12
1998	1.6	1.8	1.7	0.9	381	244	2,444	0.08
1999	2.0	2.7	2.2	1.7	413	159	2,443	0.08
2000	2.5	2.4	2.5	2.7	379	143	1,657	0.05
2001	3.3	3.0	3.2	2.6	381	221	2,204	0.07
2002	2.9	2.6	2.8	2.2	293	169	3,033	0.09
2003	3.0	2.3	2.8	4.1				

Sources: Prices Division; Human Resources Development Canada, Workplace Information Directorate

Note: Major wage settlements refer to agreements involving 500 or more employees.

* 2003 data refer to January to April only.

** Public sector employees are those working for government departments or agencies, crown corporations or publicly funded schools, hospitals or other institutions. Private sector employees are all other wage and salary earners.

Data sources

Information on union membership, density and coverage by various socio-demographic characteristics, including earnings, are from the Labour Force Survey. Further details can be obtained from Marc Lévesque, Labour Statistics Division, Statistics Canada at (613) 951-4090.

Data on strikes, lockouts and workdays lost, and those on major wage settlements were supplied by Human Resources Development Canada. Further information on these statistics may be obtained from Angèle Charbonneau, Workplace Information Directorate, HRDC at 1 800 567-6866.